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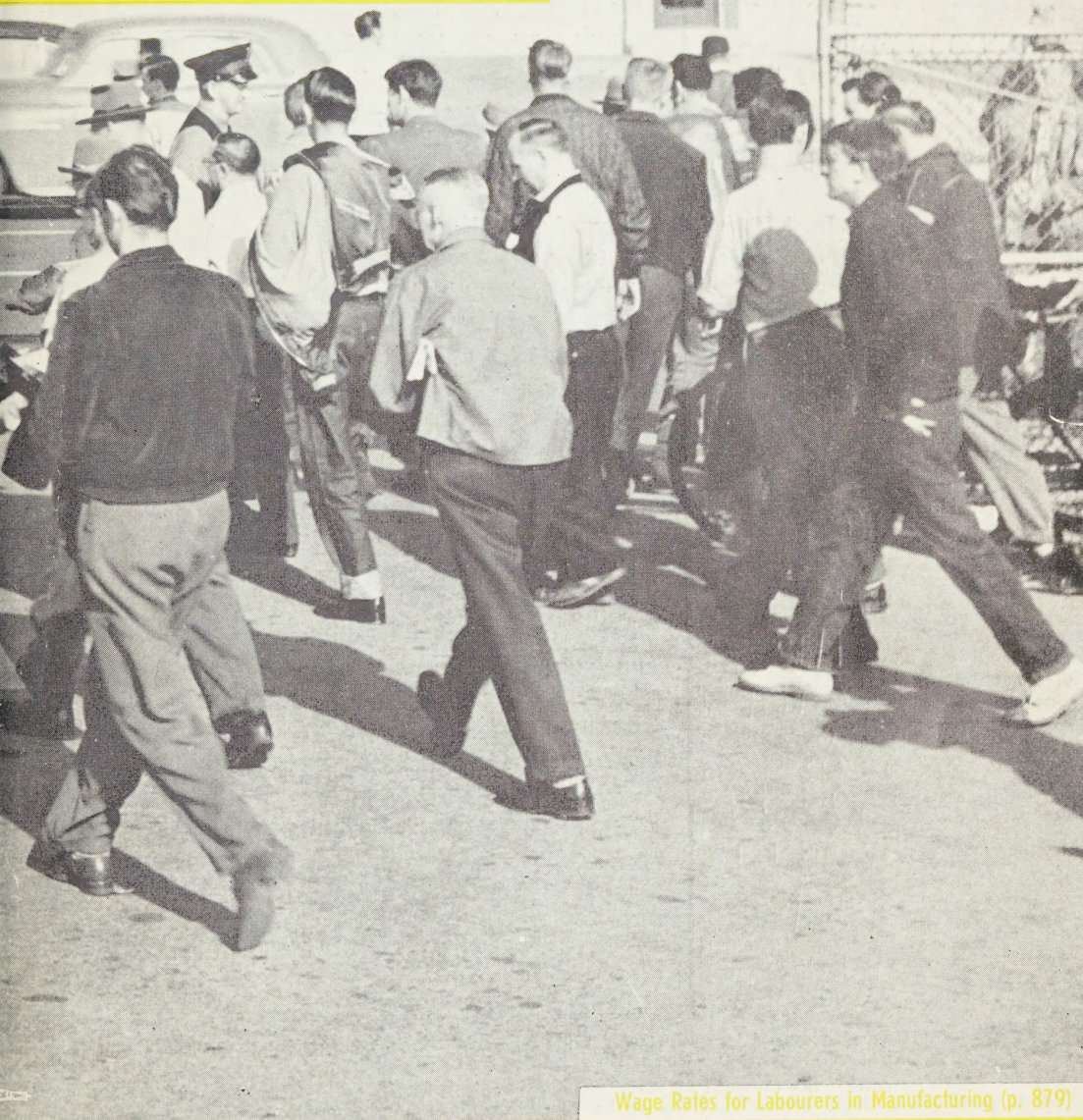
THE

# LABOUR GAZETTE

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AUG 9 1957

UNIVERSITY OF TORONTO



Wage Rates for Labourers in Manufacturing (p. 879)

Published Monthly by the  
DEPARTMENT OF LABOUR  
CANADA

Vol. LVII No. 7

JULY 1957



# THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Michael Starr, Minister

A. H. Brown, Deputy Minister

Published Monthly in  
English and French

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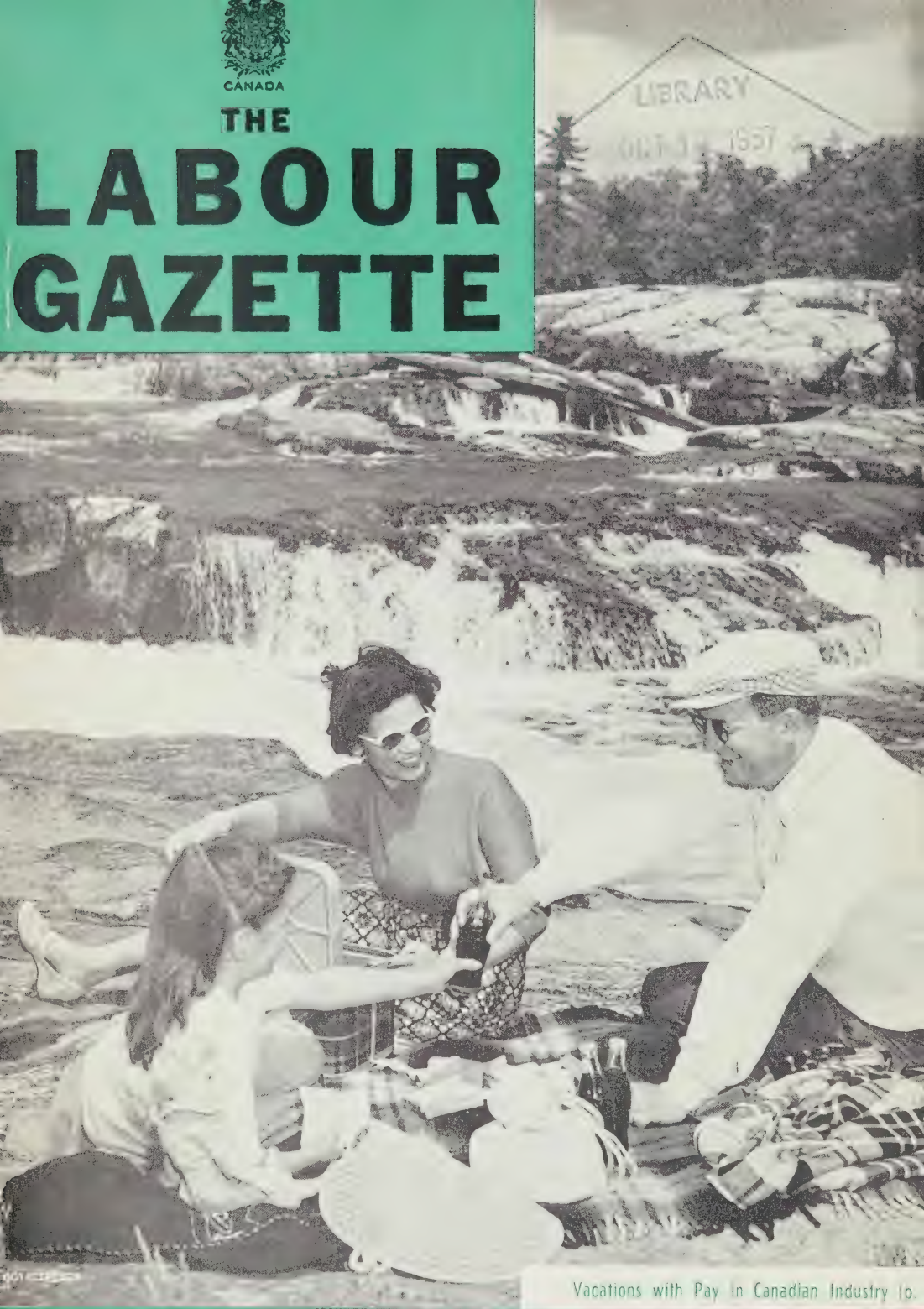
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Vacations with Pay in Canadian Industry Ip.

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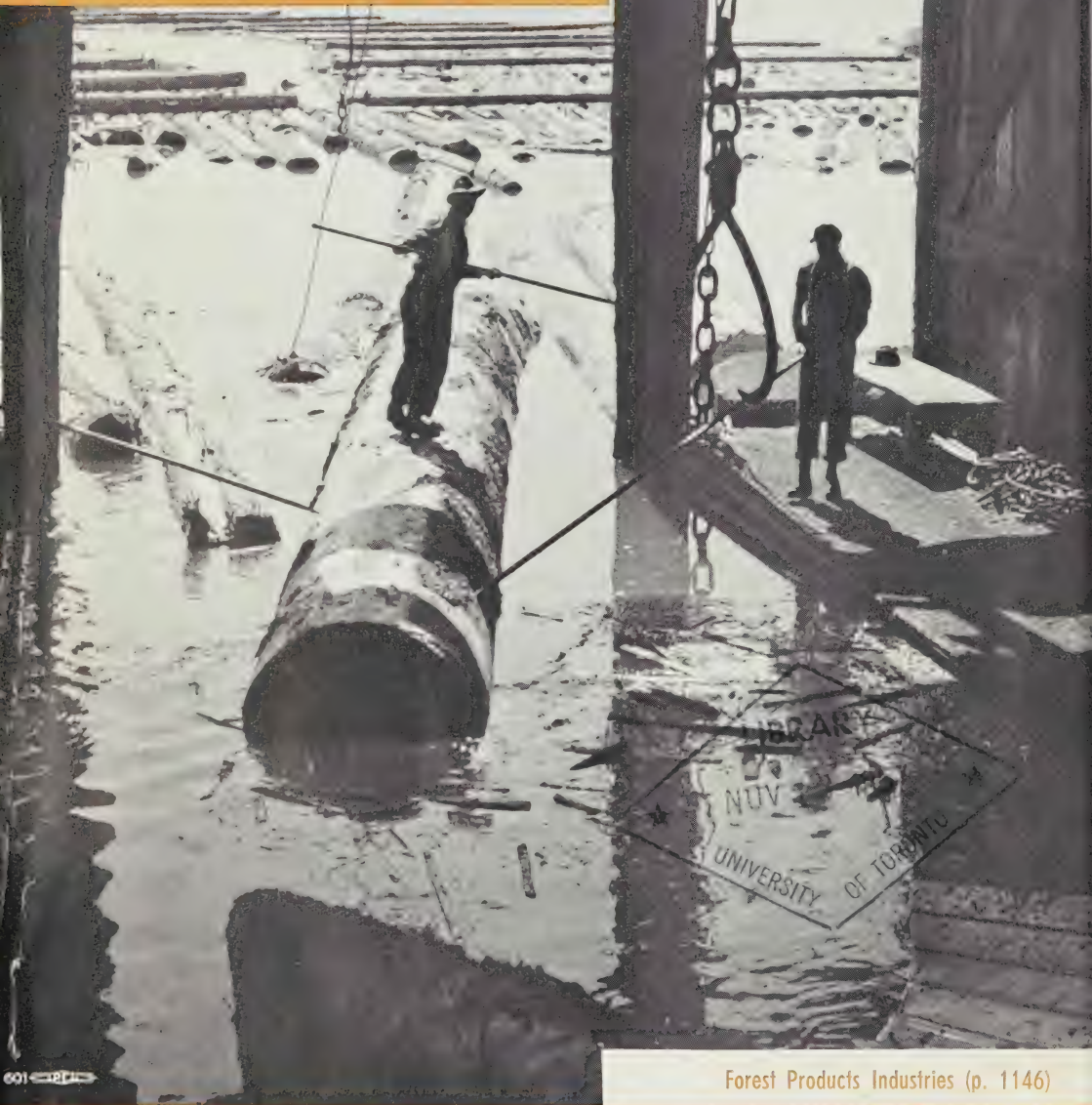




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Forest Products Industries (p. 1146)

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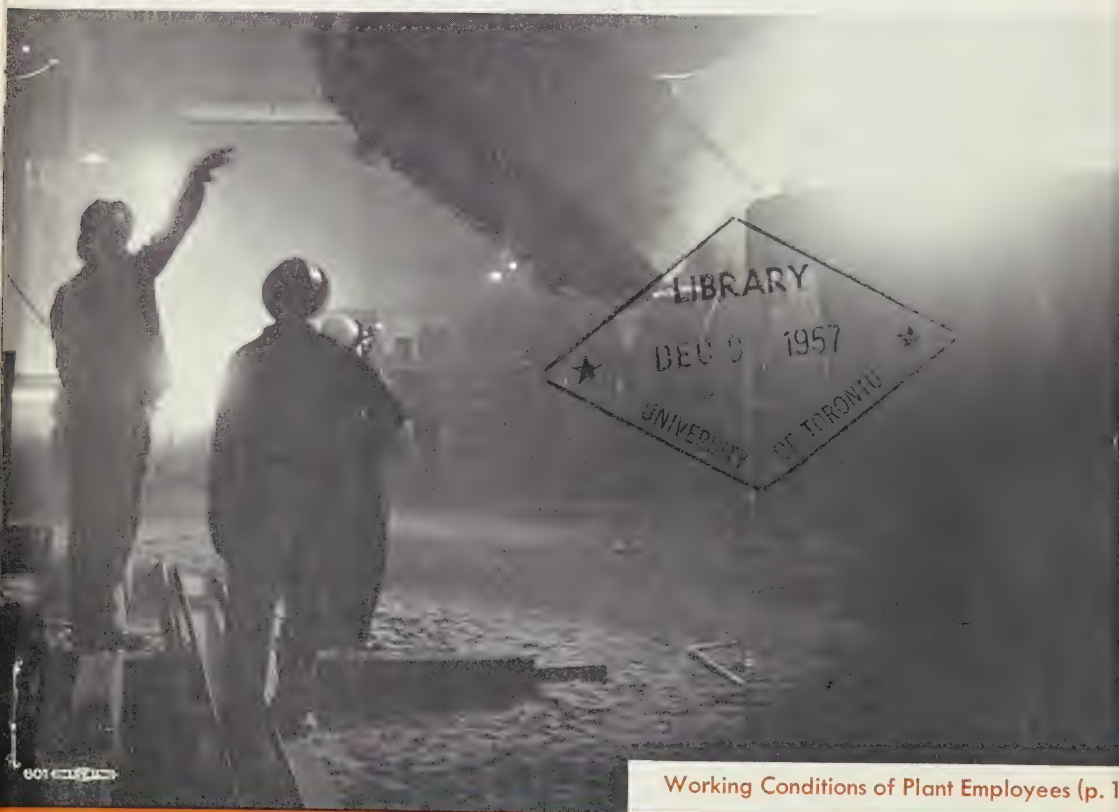
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THE

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Working Conditions of Office Employees (p. 1)



Working Conditions of Plant Employees (p. 1)

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# THE LABOUR GAZETTE



Pension Plans and Employment of Older Workers (p. 1)

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manpower and labour relations  
REVIEW

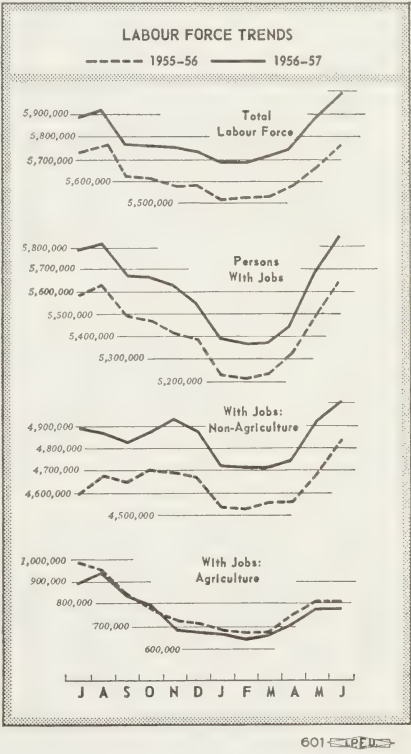
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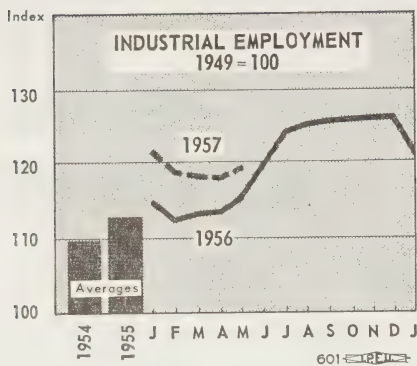
Current Manpower Situation

**T**HE increase in employment from May to June was virtually the same as last year but added to the preceding month's gain established a record for the two months. The increase occurred almost entirely in non-agricultural industries. During these two months the labour force also expanded at a record rate, so that unemployment continued to fall more slowly than usual. In mid-June persons without jobs and seeking work comprised 2.7 per cent of the labour force, compared with 2.0 per cent a year earlier. Registrations for employment at National Employment Service offices also formed a higher proportion of the labour force than last year.

The growing demand for labour during the last two months was fairly widespread. Employment in the services (embracing trade, finance, insurance, real estate, personal service and government) was expanding at an increasing rate and continued strength was apparent in some parts of manufacturing. A notable example was the fabricated iron and steel industry, in which employment, seasonally adjusted, rose 12 per cent between December and May. More moderate employment increases occurred in the production of machinery, aircraft, shipbuilding and chemicals. Non-residential construction showed a greater increase than was expected earlier and there appeared to be some increase in house-building.

The employment increases of the past two months represent a change from recent employment trends. The high rate of employment expansion that prevailed through most of 1955 and 1956 began to slacken last fall. Through the winter months total employment showed





little or no change, although there were substantial losses and offsetting gains in different sectors. At the same time, the labour force rose at an increasing rate, partly because of the high level of immigration. As a result, there was more unemployment last winter than during the preceding one, and this spring the decline proceeded more slowly than usual. As indicated above, unemployment is still considerably higher than a year ago.

These developments have had their greatest impact in Ontario, although unemployment, in relation to the labour force, was still lower there than in British Columbia or the regions east of Ontario. In Windsor and Oshawa particularly, the general slackness was accentuated by production cutbacks in motor vehicle and feeder plants. British Columbia also experienced a sharp year-to-year rise in unemployment as the result of the downturn in logging and lumbering. In the Prairie Provinces the labour requirements of resource development projects have minimized the rise in unemployment.

An examination of NES statistics indicates that the increase in unemployment over the year has been much greater in metropolitan areas than elsewhere. In the 11 largest centres, the number of registrations for employment at the end of June was 48 per cent higher than a year earlier. In the 10 major agricultural areas the increase was 14 per cent and in the major industrial and minor areas, 37 per cent and 35 per cent, respectively.

At July 1, areas classified in the labour surplus' categories accounted for 25 per cent of all wage earners, compared with 10 per cent last year (see accompanying chart). Last July, 9 per cent of the wage-earner total was in labour shortage areas; there were no labour shortage areas this year.

## Industrial Trends

The slowing rate of increase in employment during the early part of this year can be attributed to the reduction in housing, some slackening in forestry and reduced output in some industries producing consumer durables. Some of these industries have been in difficulty for more than a year, with only slight signs of improvement in recent months; in others marketing problems are of fairly recent origin.

New residential construction declined steadily from the middle of last year through the first part of 1957, mainly because of a lack of mortgage funds. In the first quarter of the year, the seasonally adjusted annual rate of housing starts dropped to 75,000 compared with a 1956 total of 127,000. There was, however, a substantial increase in June which raised the rate of starts to more than 90,000.

Labour requirements for other kinds of construction helped to offset the lack of hiring for house-building. Pipeline construction and the development of hydro-electric power and uranium mining sites provided more employment than was expected earlier. The revised estimate of non-residential construction for 1957 is now 17 per cent higher than last year's figure, compared



with 13 per cent higher at the beginning of the year.

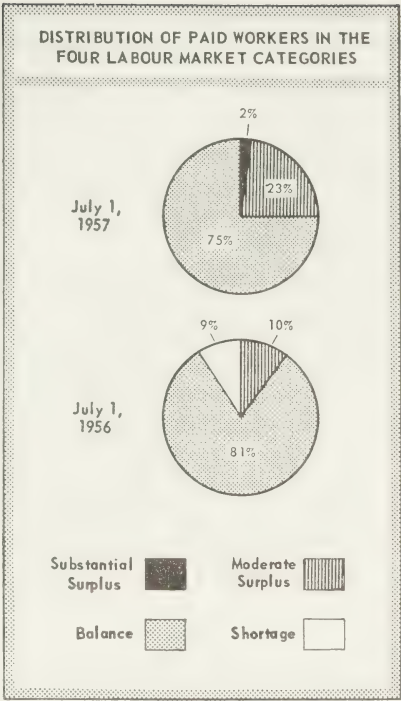
During the first five months of 1957, construction employment was, on the average, 8 per cent higher than last year, a larger increase than for most other industries. The increase, however, is substantially lower than it was through most of last year and the number of hours worked per week is also down.

It is apparent from NES statistics that there has been no full transfer of manpower from residential to other types of construction. At the end of June, 45,000 skilled and unskilled construction workers were registered for employment, compared with 25,000 a year earlier. The increase in registered construction workers accounts for more than one-quarter of the total increase in NES registrations.

The demand for lumber has not strengthened appreciably in recent weeks although there have been some encouraging developments. The first of these was the settlement in early July of the labour dispute involving some 35,000 workers on the West Coast. In addition, the competitive position of Canadian lumber in the United Kingdom market showed some signs of strengthening, mainly as a result of the recent drop in ocean shipping rates. For most of its output, however, the industry depends on consumption in Canada and the United States and in the first four months of 1957 the shipments of lumber to these markets was down by 9 per cent from last year. Employment in lumbering and logging showed a somewhat smaller decline.

In the pulp and paper industry it seems fairly clear that output has finally caught up with world demand. Stocks of pulpwood and newsprint are now at an all-time high and, as a result, a number of mills are working five days a week instead of the usual six. Employment in pulp cutting this summer has been higher than last year, mainly because labour has been more readily available. Reports from many of the larger firms indicate that the size of the pulpwood cut in the coming season may be from 10 to 15 per cent smaller than last year.

Activity in the mining industry has continued to rise slowly through the first half of the year, with a considerable divergence among individual sectors. Coal mining declined further in both eastern and western coal fields. The decline in base metal prices forced a number of the higher cost mines to shut down and reduced the volume of development work. However, these employment losses have been more than offset by continued gains in the uranium mining areas. Gold mining appears to be holding its own. Employment in the mining industry as a whole has been bolstered by the continued expansion of the oil and natural gas industry. In May employment in this part of the mining industry was 15 per cent higher than last year and two and one-half times the 1949 average.



**Manufacturing employment**—The slowdown in manufacturing during the first half of 1957 was largely attributed to reduced production of motor vehicles. Automobile sales were at a high level in the first two months of this year but fell off quite sharply in succeeding months. Sales in May were 18 per cent lower than a year earlier and production figures indicate that there has been little improvement during June. In Oshawa and Windsor further layoffs occurred during the month in motor vehicle supplying firms. Unemployment in these centres was more than 50 per cent higher than a year earlier.

Declines were reported in other manufacturing industries, although most of these were of a minor nature. Employment in textiles showed a slight downward tendency, chiefly in the cotton and woollen goods sectors. In wood products, employment declined fairly sharply, particularly on the West Coast. The fall in copper, lead and zinc prices resulted in lower employment in the smelting and refining industries; this, however, was partially offset by the continued growth of the aluminum industry.

In the early part of this year the employment losses in these industries were offset by gains elsewhere in manufacturing, and current indications are that this is also true of the more recent months. From mid-April to mid-May the labour force survey showed a gain of 12,000 in manufacturing, which is about average for this period. The industrial distribution of employment for June was not available at the time of writing but the basic trend of total non-agricultural employment was still rising moderately. From this and other information from industrial firms it appears that there has been little change other than seasonal in manufacturing employment.

---

#### CORRECTION

In the June issue of this Review, page 667, the number of housing units started in 1956 was given as 217,000. This figure should have been 127,000.



# Current Labour Statistics

(Latest available statistics as of July 10, 1957)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	June 22	5,996,000	+ 2.0	+ 4.0
Total persons with jobs.....	June 22	5,834,000	+ 2.6	+ 3.3
At work 35 hours or more.....	June 22	5,244,000	+ 2.0	+ 1.7
At work less than 35 hours.....	June 22	413,000	- 3.7	+18.7
With jobs but not at work.....	June 22	177,000	+52.6	+23.8
With jobs but on short time.....	June 22	37,000	- 2.6	+68.2
With jobs but laid off full week.....	June 22	11,000	- 8.3	—
Persons without jobs and seeking work.....	June 22	162,000	-16.5	+38.5
Persons with jobs in agriculture.....	June 22	774,000	+ 0.1	- 3.7
Persons with jobs in non-agriculture.....	June 22	5,060,000	+ 3.0	+ 4.5
Total paid workers.....	June 22	4,600,000	+ 3.2	+ 3.9
Registered for work, NES (b)				
Atlantic.....	June 20	33,400	-40.6	+31.5
Quebec.....	June 20	83,700	-30.6	+27.4
Ontario.....	June 20	93,000	- 8.7	+66.1
Prairie.....	June 20	29,900	-31.7	+25.6
Pacific.....	June 20	30,800	-18.1	+46.7
Total, all regions.....	June 20	270,800	-24.8	+41.1
Claimants for Unemployment Insurance benefit	June 1	250,283	-33.0	+32.5
Amount of benefit payments.....	May	\$26,269,582	-35.0	+37.1
Industrial employment (1949 = 100).....	May 1	119.1	+ 0.9	+ 3.4
Manufacturing employment (1949 = 100).....	May 1	115.8	+ 0.3	+ 1.5
Immigration.....	1st 3 mos.	62,460	—	+229.4(c)
<i>Strikes and Lockouts</i>				
No. of days lost.....	June	220,720	—	-27.6(c)
No. of workers involved.....	June	18,377	—	-10.0(c)
No. of strikes.....	June	42	—	+30.0(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	May 1	\$67.39	- 0.3	+ 5.4
Average hourly earnings (mfg.).....	May 1	\$ 1.60	+ 0.8	+ 5.8
Average hours worked per week (mfg.).....	May 1	40.6	- 1.2	- 1.9
Average weekly earnings (mfg.).....	May 1	\$64.92	- 0.5	+ 3.8
Consumer price index (av. 1949 = 100).....	June 1	121.6	+ 0.4	+ 3.2
Real weekly earnings (mfg. av. 1949 = 100).....	May 1	128.5	- 0.7	- 0.1
Total labour income.....\$000,000	April	1,217	+ 1.0	+ 8.1
<i>Industrial Production</i>				
Total (average 1935-39 = 100).....	April	286.3	+ 1.1	+ 3.2
Manufacturing.....	April	286.9	+ 0.4	+ 0.1
Durables.....	April	346.2	- 1.1	- 1.9
Non-Durables.....	April	248.9	+ 1.8	+ 2.0

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, February *Labour Gazette*.

(b) See inside back cover, February *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

# Labour-Management Relations

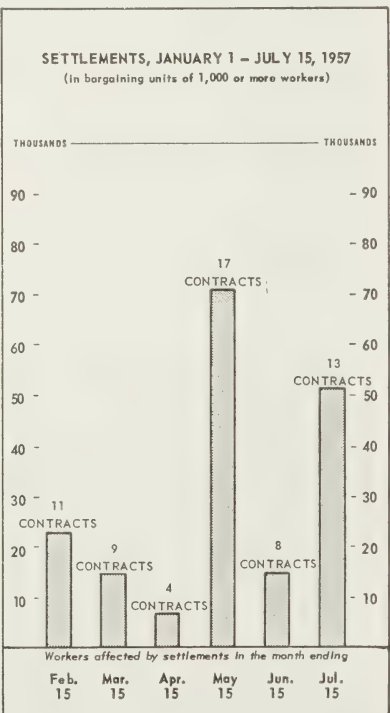
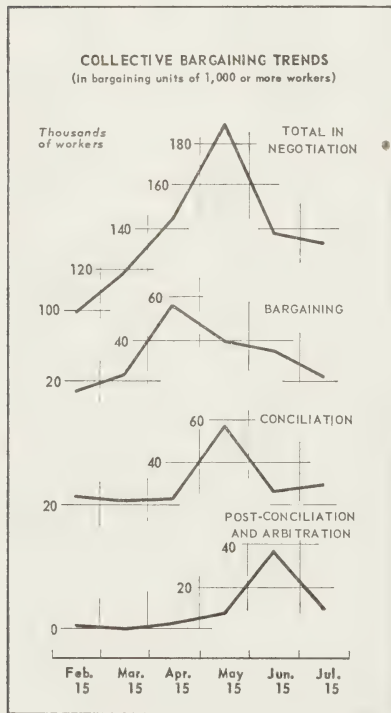
## The Bargaining Scene

ALMOST half of the agreements covering 1,000 workers or more open for bargaining in 1957 were settled in the first half of the year. In total, 62 such agreements, covering 175,000 workers, were reached. At the end of the six-month period, the prolonged strike of workers at the Arvida plant of the Aluminum Co., of Canada Limited remained unsettled but, on the whole, negotiations since January have been carried on without serious difficulties; only two other strikes occurred in the period.

Settlements were achieved without conciliation assistance in more than half the disputes. Only 20 cases, affecting 70,000 workers, went to conciliation.

Further indications of the trend in bargaining for large units so far this year is provided in the accompanying charts. Negotiations appear to have resulted in settlements in most instances without prolonged bargaining. In fact, only 17 of the cases remaining to be settled at the middle of July had been open for longer than two months and three of the contracts in this group are in final arbitration.

Not many more large negotiations will be opened in the next few months. Some 20 agreements affecting 1,000 workers or more are still to be bargained this year. With the exception of the non-operating railway agreements which expire in December, none of these involves more than 5,000 workers.





# THE BARGAINING SCENE JULY 15, 1957

Bargaining Units of 1,000 or More Employees,

June 1 to August 31, 1957

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**In Negotiations and Terminating in Period:** 47 agreements, 131,900 workers

Bargaining carried over from May:	30 agreements,	59,200 workers
Terminating in period June 1—Aug. 31:	17 agreements,	72,700 workers

<b>Settlements Achieved:</b>	June 15—July 15
	13 agreements, 51,300 workers

## Major Terms of Settlements (preliminary information)

### ● Wages and Duration—

5, covering 39,300 workers, are 1-year agreements; 3 provide wage increases ranging from 5 to 10 cents an hour; 2 provide wage increases ranging from 10 to 20 cents an hour.

5, covering 7,700 workers are 2-year agreements; 1 provides an immediate increase of 10 cents an hour; 3 provide increases totalling 10 to 15 cents per hour spread over 2 years; 1 provides increases totalling 43 cents an hour spread over 2 years.

2 covering 2,800 workers, are 3-year agreements; 1 provides an immediate increase of \$5 a week; 1 provides increases totalling 60 cents an hour, spread over 3 years.

### ● Hours of Work—

Reduced from 40 to 37½ a week over a 3-year period under 1 contract covering 1,400 workers; reduced from 48 to 45 a week under 1 contract covering 1,200 workers.

### ● Vacations—

1,000 workers under 1 agreement to receive third week after 11 years' service, fourth week after 15 years' service. Vacation pay range advanced by 1½% for 34,000 workers under 1 agreement.

### ● Supplemental Unemployment Benefits—

1 agreement, covering 1,000 workers, introduces a SUB plan.

<b>Negotiations Continuing:</b>	At July 15
	30 agreements, 65,600 workers
Bargaining in progress:	8 agreements, 21,700 workers
Conciliation in progress:	15 agreements, 27,600 workers
Post-conciliation:	3 agreements, 5,400 workers
Arbitration in progress:	3 agreements, 4,600 workers
Work stoppages:	1, involving 6,800 workers

<b>Other Agreements Terminating in Period:</b>	4 agreements, 15,000 workers
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Expiring in July:	3 agreements, 11,400 workers
Expiring in Aug:	1 agreement 3,600 workers

## Current Negotiations

The settlement of the dispute between the West Coast logging operators and 34,000 loggers highlighted the bargaining scene during the period from June 15 to July 15. The conclusion of these negotiations and 12 others in the period account for approximately half the total number of workers reported in negotiations one month ago. On July 15, only slightly more than 65,000 workers were in negotiations, the lowest figure recorded during the past five months.

The woodworkers' settlement followed conciliation and threatened strike action. It provided a 7½-per-cent wage increase, the introduction of a modified union shop and improvements in vacation pay.

Many of the settlements followed the patterns of agreements reached earlier this year in related industries; for example the Supplemental Unemployment Benefit Plan, now common in the rubber industry, was included in the settlement of the B. F. Goodrich Rubber Company at Kitchener. Similarly, the agreement reached on the St. Lawrence Power Project with employees as represented by a Council of Building Trades' Unions followed settlements in the construction trades at Toronto.

The two-month strike by employees of the Aluminum Company of Canada at Arvida continued, and the dispute between the steel workers and the employees of the same company at Kitimat, B.C., has now gone to conciliation. Rubber workers at St. Jerome and Granby, Que., are continuing negotiations. Contract negotiations in West Coast pulp and paper mills have been submitted to a conciliation officer. Construction workers' agreements across the country are being settled steadily but conciliation is in progress for several trades in Hamilton, Toronto, and Vancouver.

## Labour Organization

Preliminary figures on union membership in Canada as at January 1, 1957, are shown in the accompanying table. The information is derived from the Department of Labour's annual survey of labour organizations and membership is classified by Congress affiliation. The total membership is about 2½ per cent higher than in the previous year.

Congresses and Unaffiliated Union Groups	Membership	
	May 1, 1956 <sup>(1)</sup>	January 1, 1957
Canadian Labour Congress .....	1,030,000	1,070,000
<i>AFL-CIO/CLC</i> .....	827,000	867,000
<i>CLC only</i> .....	203,000	203,000
Canadian and Catholic Confederation of Labour .....	101,000	99,000
American Federation of Labour and Congress of Industrial Organization, only .....	1,000	1,000
Unaffiliated railway brotherhoods .....	44,000	34,000 <sup>(2)</sup>
Other unaffiliated international unions .....	81,000	81,000
Unaffiliated national, regional and local organizations .....	94,000	101,000
	1,351,000	1,386,000

<sup>(1)</sup> Effective date of the merger of the former Trades and Labour Congress of Canada and the Canadian Congress of Labour to form the Canadian Labour Congress.

<sup>(2)</sup> The Brotherhood of Locomotive Firemen and Enginemen affiliated with the AFL-CIO and with the CLC late in 1956.



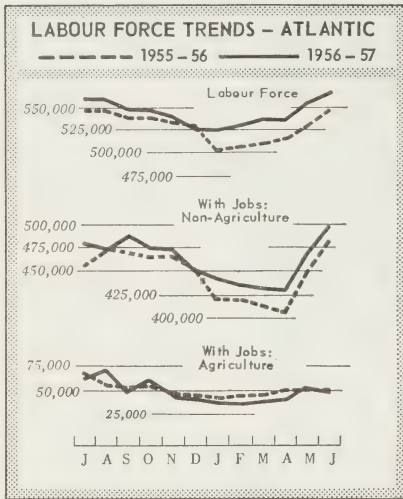
# CLASSIFICATION OF LABOUR MARKET AREAS — JULY 1, 1957

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	WINDSOR ←	→ Quebec-Levis → ST. JOHN'S Vancouver-New Westminster	Calgary Edmonton Hamilton Montreal Ottawa-Hull Toronto Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)		Brantford → CORNER BROOK Cornwall Farnham-Granby Joliette Lac St. Jean Moncton OSHAWA ← Peterborough → ROUYN VAL D'OR Saint John → SHAWINIGAN FALLS Sherbrooke Trois Rivières	Fort William- Port Arthur Guelph Halifax Kingston Kitchener London → NEW GLASGOW Niagara Peninsula → SARNIA Sudbury → SYDNEY Timmins-Kirkland Lake Victoria	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		Thetford-Megantic- St. Georges	Barrie Brandon → CHARLOTTETOWN Chatham Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina → RIVIERE DU LOUP Saskatoon Yorkton	
MINOR AREAS (labour force 10,000-25,000)		→ Bathurst → CAMPBELLTON → CASPE → CRAND FALLS → MONTMAGNY Newcastle → PRINCE GEORGE Quebec North Shore → RIMOUSKI St. Stephen Victoriaville	→ BEAUHARNOIS Belleville-Trenton Bracebridge Brampton Bridgewater Central Vancouver Island → CHILLIWACK → CRANBROOK Dauphin Dawson Creek Drumheller → DRUMMONDVILLE → EDMUNDSTON → FREDERICTON Galt Goderich → KAMLOOPS → KENTVILLE Lachute-St. Therese Lindsay Listowel Medicine Hat → NORTH BAY → OKANAGAN VALLEY Owen Sound Pembroke Portage la Prairie → PRINCE RUPERT Sault Ste. Marie Simcoe → STE. AGATHE-ST. JEROME → ST. HYACINTHE Sorel St. Jean St. Thomas Stratford → SUMMERSIDE Swift Current Trail-Nelson → TRURO → VALLEYFIELD Walkerton WEYBURN → WOODSTOCK, N.B. Woodstock-Ingersoll → YARMOUTH	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

# Manpower Situation in Local Areas

## ATLANTIC



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reflected in the NES statistics, which show 5.5 per cent of the labour force registered for employment at the end of June, compared with 4.3 per cent a year earlier.

Weakness in the forestry industry has been one of the major factors in the general slackness this year. In New Brunswick, employment in the industry has shown a more-than-seasonal decline as the direct result of a drop in sales. On the domestic market, demands for lumber in the first half of the year were down from the first half of 1956, largely because of a decline in residential construction. Accumulation of unusually heavy inventories was reported to be the main reason for reduced demands for pulpwood in the province. The export market for lumber and pulp was considerably weaker than last year, prices for these products being lower than in 1956. Forestry employment in Nova Scotia has followed much the same trend as in New Brunswick. Newfoundland, on the other hand, showed a sharp increase in forestry activity in June, making up for the loss that occurred earlier in the year.

Activities such as trucking and stevedoring have been indirectly affected by the lower level of forestry operations this year. In some areas, considerable unemployment resulted from the reduction in exports of wood products. At Bridgewater, for example, 17 ships were reported to have loaded lumber and pit props last year, compared with only three by the end of June this year; another three were expected to call later in the year.

Coal mining was also slower than usual in increasing employment this year. After remaining fairly stable through most of 1956, coal mining employment has fallen steadily since the beginning of 1957, mainly because of a loss of markets as a result of further conversions from coal to diesel engines on the railways.

Seasonal fluctuations apart, employment in manufacturing has changed very little since the beginning of the year. Employment remained about the same as in the first half of 1956, though important differences occurred



from one province to another. In Nova Scotia, manufacturing employment as a whole showed considerable strengthening from last year as a result of increased activity in iron and steel and transportation equipment. In Newfoundland and New Brunswick, on the other hand, it was lower than last year, pulp and paper accounting for most of the decline.

Fourteen of the 21 areas in the region were reclassified during the month. At July 1, the area classification was as follows (last year's figures in brackets): moderate surplus, 9 (6); in balance, 12 (15).

## Local Area Developments

**St. John's** (metropolitan). Reclassified from Group 1 to Group 2. Unemployment remained much higher than usual in this area as construction was very slow in getting under way this year. Suspension of operations at one of the fluorspar mines because of lack of contracts resulted in the release of 165 workers during the month.

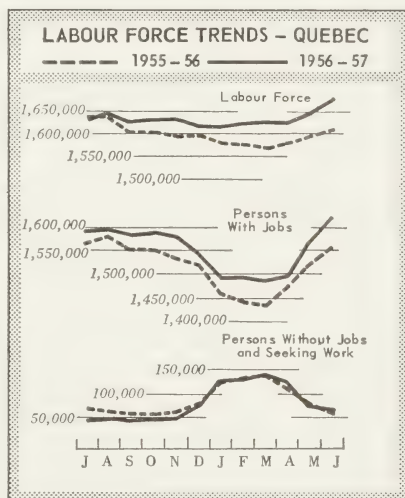
**New Glasgow** (major industrial). Reclassified from Group 2 to Group 3. Unemployment in this area was slightly higher than a year earlier but considerably lower than in June of the previous three years. The improvement over earlier years was largely the result of a pick-up in employment at Eastern Car Company following increased orders for railway rolling stock.

## QUEBEC

THE LABOUR force continued to expand in the Quebec region during June; the increase from the month before was larger, both relatively and absolutely, than that which occurred during June 1956 or 1955. Employment rose sharply and at a greater rate than a year earlier. The decrease in unemployment, though smaller than the corresponding decline in 1956, reduced the number of persons without jobs and seeking work to a proportion of the labour force only a shade larger than a year before.

There was a slight decline in agricultural employment, although it was not so great as the corresponding decline last year. No shortage of farm workers had developed yet, as the upswing in the seasonal industries that provide the rural areas with alternative employment to farming was lower than last year.

Seasonal movements apart, employment in non-agricultural industries tended to level off after the third quarter of last year. Employment in forestry has been slightly lower, on the average, than in 1956. Demand for forestry products was less strong, the market for lumber and wood being weaker than last year and inventories higher, and forestry wages and working conditions were not proving incentive enough to a large number of potential loggers. Employment showed continuing strength in manufacturing generally and particularly in the manufacture of iron and steel products and



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transportation equipment. Some weakness became evident in the textile and clothing industries earlier this year and no improvement has occurred in recent months. The marked increase in industrial and engineering construction over the year was largely offset by a reduction in residential and highway building.

Registrations for employment at NES offices declined to 4.8 per cent of the labour force at the end of June compared with 3.9 last year. Registrations in clerical occupations increased sharply, reflecting the entry of students into the labour force. Owing to strikes in a number of industries, and layoffs due to strikes, some 9,000 workers in the region were idle.

Eleven labour market areas in the region were reclassified during the month. At July 1, the 24 areas were classified as follows (last year's figures in brackets): in balance, 10 (14); in moderate surplus, 14(10).

### Local Area Developments

**Montreal** (metropolitan). Remained in Group 3. Registrations declined during the month but by a much smaller number than last year. Far more construction workers were registered this year than last and industries allied with construction were still slack compared with a year earlier. Demand for civil engineers, architects and architectural draughtsmen was somewhat smaller than last year.

**Quebec-Levis** (metropolitan). Remained in Group 2. This area was in balance last year. Registrations remained higher than last year in the seasonal industries. The estimated cut of pulp wood for the year is down from last year's by nearly 20 per cent. Some industries were feeling the pressure of high steel prices.

**Lac St. Jean** (major industrial). Remained in Group 2. This area was in balance last year. The strike of 6,500 workers at the Arvida plant of the Aluminum Co. of Canada was having an adverse effect on the entire labour market area. Employment in the transportation occupations and in the construction industries was down. Many of the strikers took jobs in the woods and consequently logging vacancies were fewer than last year. The number of registrations in this area was nearly 50 per cent higher than last year.

**Rouyn-Val D'Or, Shawinigan Falls** (major industrial). Reclassified from Group 1 to Group 2. Employment rose, with the logging drive in full swing and the pulpwood cut begun. The pulp and paper, iron and steel and aluminum industries were hiring workers.

**Rivière du Loup** (major agricultural). Reclassified from Group 1 to Group 3. Registrations dropped by some 60 per cent and were considerably lower than last year. Fine weather in the latter part of the month helped agriculture. The wood cut was underway and employment in peat cutting rose sharply during the month. Shortages of hotel and restaurant workers were registered.

**Gaspe, Montmagny and Rimouski** (minor). Reclassified from Group 1 to to Group 2.

**Beauharnois, Drummondville, St. Agathe-St. Jerome, St. Hyacinthe and Valleyfield.** Reclassified from Group 2 to Group 3.



## ONTARIO

THE MONTH of June brought some further improvement in the employment situation in Ontario. Persons with jobs at June 22 were estimated at 2,150,000, an increase of 38,000 from the previous month and of 56,000 from the previous year. About two-thirds of the month-to-month increase and all of the year-to-year increase was absorbed by non-agricultural industries and was largely due to increased activity in non-residential construction, trade and services. Agricultural employment dropped by 11,000 from last year. Unemployment declined slightly but was still much higher than at the same time during the past several years.

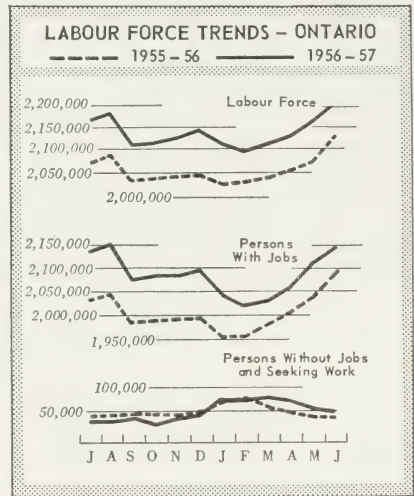
The industries primarily responsible for the relatively high level of unemployment were residential construction, textiles, and the automotive, lumber and lumber products industries, but particularly construction. More than 13,000 skilled and unskilled construction workers were registered with the National Employment Service, compared with fewer than 6,000 a year ago. The automobile industry, where production and employment have been at a low level for some time as a result of unsettled conditions in one of the leading automobile plants, appears to be adjusting to a lower demand. This is reflected in an 18-per-cent year-to-year drop in sales during May. Employment in the lumber and lumber products industries was reduced by a decline in domestic demand resulting from lower house-building activity and a considerable fall in exports. Declines in production were also reported in a number of other industries, including primary iron and steel, and heavy industrial machinery. Agriculture has benefited from the more ample labour supply; in contrast to last year when there were continuous farm labour shortages, the local supplies of farm help in most areas were ample.

Four of the 34 areas in the region were reclassified during the month. At July 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 1 (0); in moderate surplus, 4 (2); in balance, 29 (27); in shortage, 0 (5).

### Local Area Developments

**Hamilton** (metropolitan). Remained in Group 3. Unemployment among construction workers remained high. In addition, small layoffs occurred in other industries. A slight labour surplus developed in the primary iron and steel industry, although production of fabricated and structural steel remained at a high level.

**Ottawa-Hull** (metropolitan). Remained in Group 3. The employment situation improved. Except in the builders' supplies trade, the demand for labour was steady. Extensive non-residential construction absorbed many of the surplus construction workers but the number still registered at NES offices was considerably higher than last year.



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**Toronto** (metropolitan). Remained in Group 3. Increased construction activity and seasonal rises in processing and light manufacturing industries resulted in slightly higher employment.

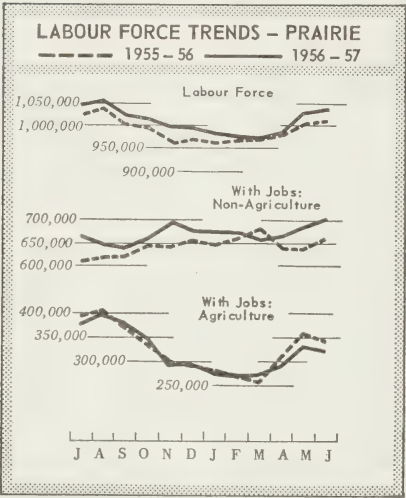
**Windsor** (metropolitan). Reclassified from Group 2 to Group 1. The anticipated seasonal increase in employment did not occur. A slight increase in non-residential construction was offset by layoffs at Chrysler Corporation and short-time work in a large automotive supplier plant.

**Oshawa** (major industrial). Reclassified from Group 3 to Group 2. Small layoffs in most industries, particularly in the automobile and automotive supplier plants, brought the area into the moderate surplus category. The number of workers on short time also increased markedly.

**Sarnia** (major industrial). Reclassified from Group 2 to Group 3. The employment situation continued to improve, largely as a result of extensive industrial and commercial construction, including the construction of gas pipelines. All manufacturing plants were working at capacity. Skilled pipeline workers were in short supply.

**North Bay** (minor). Reclassified from Group 2 to Group 3.

## PRAIRIE



ECONOMIC conditions in the Prairie region showed further improvement during June as production and employment increased more rapidly than usual. By June 22, persons with jobs were estimated to number 1,030,000, an increase of 15,000 from the preceding month and of 30,000 from a year earlier. The rise in employment was accompanied by a rapid expansion of the labour force so that unemployment continued to be slightly higher than a year before. Nevertheless, labour supplies more closely approximated demand than in any other part of the country. At the end of June, the number of job vacancies listed at the NES offices in the region amounted to about 33 per cent of job

registrations compared with 14 per cent for the country as a whole. The rise in employment was widely distributed throughout the region.

Apart from Weyburn, which moved from the shortage to the balanced category because of an easing in the demand for farm labour, there were no changes in the area classification during the months. In many areas, however, the supply of available workers was being rapidly depleted as a result of the general pick-up in non-agricultural employment. At the beginning of July, the 20 areas in the region were classified as follows (last year's figures in brackets): in balance, 20 (13); in shortage, 0 (4).

## Local Area Developments

**Calgary** (metropolitan). Remained in Group 3. Unemployment increased during June as a result of a steady influx of immigrants, workers from eastern

Canada, and students seeking summer jobs. Reports from the area indicated that demands for summer help were somewhat less than in June 1956. On the whole, the local employment situation reflected a better balance between the demand and supply of labour than last year. Labour shortages were confined to certain types of office and service workers; a year earlier, shortages existed in a large number of occupations.

**Edmonton** (metropolitan). Remained in Group 3. Employment expanded more slowly than last year with a consequent rise in unemployment. Registrations for employment amounted to 4.1 per cent of the wage earners at the end of June, compared with 2.7 per cent a year earlier. Job opportunities for bush workers have been sharply lower this summer than last. Oil drilling was curtailed during the month, falling to a lower level than last year.

**Winnipeg** (metropolitan). Remained in Group 3. Employment conditions at the end of June compared favourably with last year at the same date. Manufacturing employment showed a substantial year-to-year improvement. Auto and body mechanics and sheet metal workers were reported to be very scarce.

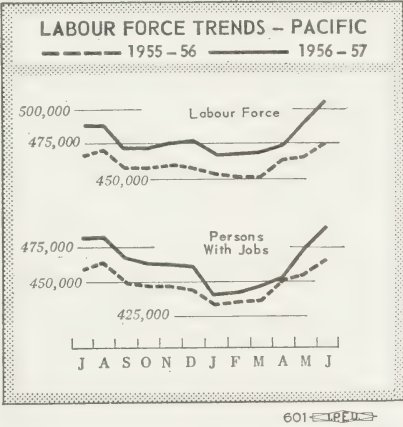
**Weyburn** (minor). Reclassified from Group 4 to Group 3.

PACIFIC

THE labour dispute in the lumbering industry was the main feature of the month in British Columbia. A strike was called, but agreement between the parties was reached before it became effective. The influence of the dispute on employment was consequently short-lived. The main result was a temporary reduction in logging and an increase in sawmilling as employers attempted to reduce log inventories and ship out the more urgent orders.

Employment continued to rise slowly, mainly as a result of seasonal factors. Persons with jobs reached 489,000, about 23,000 more than in June 1956. As in other regions, the increase in job opportunities did not equal the expansion in the labour force, so that unemployment continued to show a year-to-year increase. The main causes for this rise are the depressed lumber markets, the slowdown in residential construction and the high level of immigration.

Total manufacturing employment stood at about the same level as a year ago, in spite of lower employment in wood products. Construction employment data indicate a year-to-year increase of 15 per cent at May 1, 1957. Housebuilding increased considerably in June but there still were large surpluses of construction workers, especially of carpenters and unskilled labour. Other major industrial sectors, excluding mining and agriculture, showed marked year-to-year increases in employment. Nevertheless, unemployment was significantly higher among machinists, electricians, cranemen and shovelmen, blasters, powdermen and drillers, truck drivers, and office clerks.





Six labour market areas were reclassified during the month. At July 1, classification of the ten areas in the region was as follows (last year's figures in brackets): in balance, 8 (9); in moderate surplus, 2 (1).

### Local Area Developments

**Vancouver-New Westminster** (metropolitan). Remained in Group 2. This area was in balance last year. Unemployment continued to be much higher than in June 1956. The principal reasons for this increase are the same as for the region generally. Furthermore, workers from all parts of the region also tend to move to Vancouver when they become employed. Sawmill employment increased during the month as production was stepped up to fill orders before a strike occurred, but the total was still lower than a year ago. Manufacturing employment was slightly higher than last year. In agriculture, job vacancies were below normal for this time of year. The demand for construction workers was smaller than in 1956.

**Victoria** (major industrial). Remained in Group 3. The possibility of a strike in the lumber industry caused unusual caution in hiring in other industries. Nevertheless, employment was a little higher than in June 1956. In the construction industry there was a surplus of skilled workers in most trades. Manufacturing industries, except those in the depressed wood products sector, employed approximately the same number of workers as a year earlier. In agriculture, the demand for berry pickers was exceptionally heavy but that for general farm help was small.

**Chilliwack, Cranbrook, Central Vancouver Island, Okanagan Valley and Kamloops** (minor). Reclassified from Group 2 to Group 3.

**Prince George** (minor). Reclassified from Group 1 to Group 2.

## ***NOTES OF CURRENT INTEREST***



**Hon. Michael Starr**  
**Minister of Labour**

## **Hon. Michael Starr 16th Minister of Labour**

A native son of the Northern Ontario mining town of Copper Cliff, the Hon. Michael Starr, Canadian of Ukrainian extraction who first entered politics in 1940, became the 16th Minister of Labour for Canada on June 21, 1957.

Now a resident of Oshawa, he was that city's mayor over a four-year period, beginning in 1949.

Prior to his tenure as Mayor, he had served Oshawa as alderman and chairman of the Board of Works. During that period his municipal service became outstanding, for it was under his direction that the city of Oshawa developed its modern and efficient Works Department and its lighting system. The Mayoralty followed as a natural result.

Michael Starr entered the Federal political arena in the 1952 by-election when he won the Ontario riding vacated by Walter Thompson. In the 1953 election he won again and repeated his success in the recent election.

Probably the factor in his career that won him recognition in municipal service and as a Parliamentarian was his own identity with the cause of the "little people" who have made Canada known throughout the world as the land of opportunity blessed with a high standard of living. His own experience exemplifies this completely.

Though a promising student, he quit school at 15 years to add his wage earning capacity to the necessities of a large family. Accordingly, Michael Starr got his first job with the Oshawa Times-Gazette as a "printers devil", receiving \$5 for a 54-hour working week. Later, he sampled making picture frames at 16 cents an hour.

Determined to improve himself and increase his earning capacity, he took a commercial course before joining the staff of Pedlar People Limited, manufacturers of sheet metal equipment. He has been continuously with this firm for 24 years, and at his election to Parliament he had progressed steadily to executive status and managerial responsibility. Thus his background of labour-management experience should now be a major asset in his Cabinet post as Minister of Labour.

A son of the late Matthew Starr, and his wife, the late Mary Matechuk, he was born November 14, 1910. His parents were Ukrainian immigrants, who lived and worked successfully at Copper Cliff, Ont., Montreal, and Oshawa, Ont.

Hon. Michael Starr was married September 9, 1933, to Anne Zaritsky. They have two children, Robert, 22, and Joan, 17.

A member of the Rotary Club and Chamber of Commerce of Oshawa, the new Minister of Labour attends the Ukrainian Orthodox Church.

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## ***Demands on Colleges To Be Much Greater***

Demands upon the capacity of Canadian universities during the next 10 years will be much greater than had been anticipated, in the opinion of the Conference of Learned Societies which met in Ottawa recently.

Two years ago Dr. E. S. Sheffield, of the Dominion Bureau of Statistics, presented a paper to the National Conference of Canadian Universities, comprising the heads of Canada's 32 degree-granting institutions, in which he predicted that judging by the number of births 18 to 21 years earlier enrolments would probably rise from about 64,000 in 1954-55 to about 123,000 in 1964-65. It was this prediction which started the university administrators on their present expansion plans.

At the recent meeting, however, a revision by Dr. Sheffield of his earlier estimate suggested that it might be far too low. Enrolment figures for the past two years were, respectively, two per cent and six per cent higher than had been anticipated. This would be consistent with enrolments of 170,000 to 180,000 students by 1964-65.

Dr. Claude T. Bissell, president of Carleton University, suggested that Canadian enrolments, which are now seven to nine per cent of the 18 to 21 age group, may be moving in the direction of those in the United States, which are 30 per cent of the group at present, and are expected to rise to 50 per cent. At the 30 per cent level attendance by 1964-65 would be 370,000 students, and at the 50 per cent level 600,000 students.

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## ***Named Vice-President Of New Organization***

Pat Burke, United Steelworkers of America (CLC) representative for Rouyn, Que., was elected a vice-president of the Inter-American Miners' Federation, when that organization was formed at the first Inter-American Conference of Mine Workers, held at Lima, Peru, April 25 to 30.

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## ***Trade Standardization Nearing Reality***

Important steps towards standardization in designated trades across Canada have been taken, it was agreed by delegates to the seventh meeting of the Apprenticeship Training Advisory Committee held in Ottawa in June.



The Committee, consisting of representatives of industry, organized labour and provincial governments, under the chairmanship of Herbert C. Nicholls of Toronto, discussed plans whereby trade analyses compiled by expert teacher-tradesmen could be used as bases for national standards in apprenticeship training.

A resolution by provincial directors recommending that a single placement test in the motor vehicle repair trade be used during the next 12 months by all provinces—in addition to each province's own examination—was approved by the Committee.

Comparison of results established by these tests, it was felt, could produce a standard placement test in the motor vehicle repair trade suitable to nation-wide application.

Trade analyses of a similar character have been completed for bricklaying, carpentry, machine shop work, plastering, plumbing and sheet metal work.

The provincial directors advised the Committee that they had endorsed a report of S. R. Ross, supervisor of trade training, Department of Labour, Canada, in which he announced progress being made in negotiating with the Canadian Automobile Chamber of Commerce to have the latter prepare a national course of study for use in training apprentices in this trade.

Reduction in terms of apprenticeship from five to four years, and in some trades from four to three years in others was a possibility discussed by the Committee.

More co-operation is urgently needed from employers, the Committee felt, in the matter of employing apprentices. Improved school training, it was noted, has resulted in greater numbers of apprentices and reduced numbers of dropouts after the first year of training.

L. J. Sparrow, supervisor of apprentices, Canadian General Electric Company, Peterborough, urged that some means be found to assist smaller manufacturers to set up apprentice training systems. On his motion, a committee was appointed to look into the matter. The committee was made up of Mr. Sparrow, George P. Schollie, vice-president, Canadian Labour Congress, and S. R. Ross.

The Economics and Research Branch, Department of Labour, Canada, reporting on research programs involving the training of skilled manpower, noted that industry indicated that some firms believe better integration is needed between in-plant apprenticeship and school courses.

Lack of technical schools near industrial plants in some localities is presenting a problem. Many firms favour establishment

in Canada of more schools of the Ryerson Institute type for training technicians, while others feel Canada needs a type of training program similar to that leading to the Higher National Certificate in the United Kingdom.

The next meeting of the Committee is scheduled for October, 1957.

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## ***Bargaining Settlements In New York State***

Wage increases negotiated in April in 74 collective bargaining settlements, affecting more than 40,545 workers in New York State, averaged 11.7 cents an hour, according to a report issued by the Department of Labour of the State.

In March an increase of 10.6 cents an hour was reported in 69 settlements. These averages are unweighted mediums. When weighted by number of workers the average is 10.4 cents an hour for April and 11.3 cents for March.

All except two of the 74 April agreements provided general wage increases. Deferred wage increases due one year or more after the effective date of the contract were not included in the calculation.

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## ***Three Reasons Given For Labour Shortage***

The fact that elderly workers who are still capable of earning a living are being pensioned off in large numbers, is seen as one of three reasons why there is a labour shortage in Canada by Gilbert Jackson, Toronto economist.

As the other two reasons, Mr. Jackson gives the lengthening of the educational process now occurring and the trend to shorter work weeks.

Mr. Jackson says that these three influences are creating a serious economic problem at a time when Canada is entering on a period of unparalleled economic progress, which promises to double within 15 years.

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## ***Reconsideration Urged Of Labour Immunities***

The immunities that have been developed in the United States to absolve trade unions from the duties and liabilities which the law imposes on other organizations and individuals should be reconsidered, Roscoe Pound, former dean and professor emeritus of Harvard Law School, in a booklet, *Legal Immunities of Labor Unions*, recently published by American Enterprise Association, Inc., Washington, D.C.

The author begins by sketching the history of legal immunities which have been conferred in the past in order to meet a real or fancied need to secure rights to certain groups, in the public interest and in the interest of justice. The recipients of these privileges and immunities have included the sovereign, various public officials and legislators, the clergy, the nobility, hospitals and charitable organizations, soldiers, husbands and parents, landlords and occupiers of land.

The book deals with trade union immunities under the heading of torts, contracts, restraint of trade, duties of public service, the right to work, racketeering, and centralized power and irresponsibility.

In regard to torts the writer shows that the unions enjoy immunity in two ways: exemption from injunction, and the use of the unincorporated organization as a device for escaping the doctrine of *respondeat superior*. State and federal anti-injunction acts, he says, have largely prevented the use of the injunction against unions; while the use of the other legal remedy against torts, action for damages, has been rendered ineffectual by the way in which unincorporated labour organizations are able to escape the liability which usually attaches to those who act through agents or employees.

Employers, on the other hand, are responsible for the acts of their agents and employees in the course of their employment.

Companies are also subject to anti-trust laws, while labour unions, through interpretations of the U.S. Supreme Court, are considered to be exempt from the operation of the anti-trust laws, as long as the union acts in its own interest and does not combine with non-labour groups.

"It is not merely, therefore," the author says, "that labour unions are exempted from the provisions of the statutes against combinations and agreements in restraint of trade. They may actively interfere with trade and commerce with immunity from what is often the only effective remedy."

The present power of the unions to make union membership a condition of obtaining or holding employment is severely criticized by the author.

He contrasts the protection afforded to the public by certain federal administrative agencies against immunities available to other organizations with the way in which the National Labor Relations Board often acts to secure the immunities of labour organizations and labour leaders against the public.

"It is not a legitimate purpose of labour law to free unions to do whatever their leaders conceive to be to the general advantage of organized labour in the way of restraining trade and commerce and destroying competition," the author asserts. "A general policy against concentration of unchecked power has always been regarded as at the foundation of our policy."

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### **Publication of Wages Requested By UPWA**

As a means of protecting their union from corruption, the United Packinghouse Workers of America asked at their recent convention for "an estimated statement of the salaries and expenses of all employees of District 10 (Canada) of the UPWA annually be published" in the *Packinghouse Worker*, Official publication of the union.

As such figures are not available in Canada it was suggested that the matter be referred to the next international convention. This suggestion was rejected, and a new resolution was framed which contained the demands of the delegates for presentation to the international convention.

The delegates agreed on the making of a survey of unorganized shoe factories in Canada with a view to bringing the employees of these plants into the trade union movement. Jurisdiction in this field was inherited by the UPWA from the National Shoe and Leather Workers in 1951 when many Canadian shoe manufacturers were bought out by Canada Packers, Ltd.

The meeting was addressed by M. J. Coldwell, MP, and by Tony Stephens of Chicago, Vice-president of the union. Mr. Stephens said that the UPWA would ask for a voice in plans for automation in the meat-packing industry. Twelve months' notice by management would be demanded before a plant was closed, he said, and a meeting with management would be sought in order to investigate means of avoiding a shutdown. He pointed out that 2,000,000 jobs had been abolished in the United States during the last five years—18,000 of these in the meat-packing industry. Unions must be given a greater voice in the operation of industry, he contended.

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### **Unionists From Abroad Will Meet in Canada**

More than 80 union members from 35 different countries will make up the student body of a world seminar being held in Canada in September by the International Confederation of Free Trade Unions in co-operation with the Canadian Labour Congress.

Canadian unions are assisting the visitors from abroad to attend the seminar by providing \$1,200 scholarships to them to defray their expenses.

The seminar will be held at the Banff School of Fine Arts, September 8 to 22. It will be followed by trips by the visitors to various centres in Canada where they will live with Canadian union members, and be shown the conditions under which they work.

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### **Urged Study be Made U.K. Wages, Costs**

In Great Britain a government court of inquiry recently urged that consideration should be given to setting up an "authoritative and impartial body" to study on a national scale the economic questions involved in the relationship between wages, costs and prices. The Government welcomed this suggestion, and said that it was prepared to discuss it with both sides of industry.

The court remarked that a similar recommendation had been made by another court of inquiry in 1954, but that little action had been taken about it. It pointed out that the problem of wages had in recent years become an integral part of a larger inflationary tendency which both sides of industry were anxious should be effectively dealt with; and the court urged "in the strongest possible terms" that the idea should be implemented now as a means of combatting inflation.

The court of inquiry, which was established to investigate the wage disputes which led to strikes earlier in the year in the engineering and shipbuilding industries, recommended as a means of bringing about a settlement in those industries that wages should be increased either by 5 per cent without conditions, or by 6½ per cent if the unions would agree to make no further claims for wage increases for a year, and to co-operate with the employers in eliminating restrictive practices which hamper the introduction of new machinery and methods. The unions had originally demanded a wage increase of 10 per cent.

No attempt was made by the court to justify the increases it recommended on the ground of comparable rises either in living costs or in productivity; but it used the argument that industries which were not paying, or barely paying, their way (having in mind the railway settlement, it appeared) had accepted a 5-per-cent increase, and that the engineering and shipbuilding industries, therefore, could hardly refuse an increase

of this magnitude without endangering industrial peace. It recognized, however, that an increase of 5 per cent or more might be inflationary.

The court noted that the employers had attached great importance to the conditions about elimination of restrictive practices, and said that if these conditions were accepted they should offset wholly or in part the rise in labour costs.

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### **"Hot" Cargo Clauses Valid, Court Rules**

"Hot cargo" clauses in collective agreements were recently decided by the United States Court of Appeals to be valid and not against public policy. The Courts described "hot cargo" as "products received by a secondary employer from a primary employer" with whom local unions have a labour dispute.

The Court's decision reversed the findings of the National Labor Relations Board which had held that two Teamsters Union locals were guilty of unfair labour practices in directing their members to refuse to handle products covered by "hot cargo" clauses.

The decision of the Court was stated as follows: "The statutory language is clear: there is no violation... unless the union encourages the employees to coerce the secondary employer. Where the employees are encouraged only to exercise a valid contractual right to which the employer has agreed there is no coercion.

"Normally the second employer receives something at the bargaining table in exchange for granting the hot cargo clause, and he is no more coerced when the employees subsequently exercise their privileges than a land owner is coerced when those to whom he has granted licenses cross his land.

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### **Tait Montague Article Reprinted in Booklet**

An article on "International Unions and the Canadian Trade Union Movement" which recently appeared in *The Canadian Journal of Economics and Political Science* has been reprinted in booklet form by the University of Toronto Press. The article was written by J. Tait Montague of the Economics and Research Branch, Department of Labour.



## **Majority Unnecessary To Union Recognition**

A union in Quebec province does not have to retain a majority membership of the working force throughout its contract term to enjoy recognition, the Quebec Superior court has ruled.

In a judgement handed down by Mr. Justice Ignace Deslauriers, a request for a writ of prohibition against the Quebec Labour Relations Board, made by a Quebec firm, was dismissed.

The company had launched an appeal from a QLRB ruling which upheld certification of the International Printing Pressmen's Union (CLC) as bargaining agent for the company's employees.

The company had asked that the union's certification be cancelled because it no longer represented the majority of the employees. The QLRB ruled that the company's application was premature.

Mr. Justice Deslauriers agreed with a defence counsel contention that to cancel a certification every time a company said the union no longer represented the majority of employees would give rise to a great degree of instability of labour relations.

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## **Employers Responsible For Non-Unionists' Dues**

An arbitration board in Quebec province, headed by Jacques Fournier, QC, has handed down a judgement ordering that employers be held liable for union dues which an employee refuses to pay "for personal or other reasons".

The new decision, possibly to become known as the Fournier Formula, could have far-reaching effects in the province in the future since it is intended as a variation of the Rand Formula, which has been declared illegal by Quebec courts.

Phil Cutler, union nominee on the board, concurred in the majority report, while Gilles Filion, employer nominee, disagreed.

The "Fournier Formula" provides that an employee may object to a union "for personal reasons" and the employer may hire him, knowing his attitude, but in such a case the employer will have to pay the employee's union dues.

The Rand Formula is a form of union security by which union dues are deducted from the pay of all employees working in a contract shop, whether or not they belong to the union. Those who refuse to join the union must still pay their dues or be dismissed from the shop.

## **More Firms Operating Training Programs**

Between 1951 and 1956 there was an increase of 74 per cent in the number of manufacturing establishments which had organized programs for training of workers in skilled trades, and during this period the proportion of establishments in manufacturing with such programs increased from 16 per cent in 1951 to 29 per cent in 1956.

This fact was brought out in a series of surveys conducted by the Economics and Research Branch of the Department of Labour, the results of which have recently been published in a booklet entitled *Training and Recruitment of Skilled Tradesmen in Selected Industries in Canada 1951-1956*. Copies of the publication may be obtained from the Queen's Printer, price 25 cents.

The surveys conducted in 1951, 1953 and 1954 were part of the Department's annual Survey of Working Conditions in Canada. In 1956, however, the survey was part of a broad research program in the field of skilled manpower training and utilization. The earlier surveys covered only manufacturing establishments, but the 1956 survey also included mining, transportation and communication, and public utilities. The construction industry does not form part of the Working Conditions Survey, and was not included. In all, 7,360 establishments were covered in the 1956 survey.

The report deals with two types of organized trade training—apprenticeship and non-apprenticeship programs. It is stated that in 1956, 90 per cent of all the establishments which had apprenticeship training in the four industries covered were in manufacturing, and were concentrated mainly in three industries. These industries were: printing, publishing, and allied industries; transportation equipment; and iron and steel products.

"In 1956 non-apprenticeship training programs were much less common than apprenticeship programs, and once again most of them were in manufacturing," the report says. "... Establishments with apprenticeship training far outnumbered those with non-apprenticeship programs in the four industries surveyed, but the number of apprentices was not much greater than that of non-apprentices—three apprentices for every two non-apprentices."

The report is divided into three parts: Part I, Highlights of Survey Results; Part II, Extent and Growth of Organized Trade Training, 1951-1956; and Part III, Recruitment of Skilled Tradesmen. A number of tables and charts are included.

# Laval University's 12<sup>th</sup> Annual Industrial Relations Conference

Effects of recent changes in Canadian economy on labour movement's structure and aims is theme of conference. Attendance numbered 350

The 12th industrial relations conference held at Quebec on May 6 and 7 under the auspices of the Department of Industrial Relations of Laval University dealt with present-day economic changes and organized labour.

Some 350 heads of concerns, union leaders and labour officials examined the repercussions of economic transformations on the life of the trade union.

During the closing banquet, the Rev. Gérard Dion, Assistant Director of the Department of Industrial Relations, emphasized the power of trade unionism as a factor in the cultural revival of the workers in a civilization in which technique and leisure time are assuming ever-increasing importance.

## Opening Speeches

### Msgr. A. M. Parent

Welcoming the delegates, Msgr. Alphonse Marie Parent, Rector of Laval University, said: "The economic transformations taking place at an accelerated rhythm in our modern world, and especially in our province, cannot fail to have repercussions, not only on our social life in general, but on that relatively recent, but more and more important element of our economic life which is the labour movement."

Msgr. Parent added that it is important, therefore, "to be well acquainted with the paths into which Canadian trade-unionism has a tendency to enter, and to proceed to make a wise and enlightened review of its trends, its positions and its structures".

He also expressed the hope that certain formulae might be discovered, thanks to a spirit of co-operation and mutual understanding, "which would make it possible to establish better and more fruitful employer-union relationships in our society".

### Jean Marie Martin

The Dean of Laval University's Faculty of Social Science, Jean Marie Martin, stated that this 12th industrial relations conference wanted to stress the repercussions which

recent economic transformations have had on union life itself, especially in Canada.

"Recent modifications in Canadian union structures show quite clearly," he said, "the high degree of interdependence and integration which exists between the forces of transformation in the economic field and the evolution of social life itself."

Drawing the attention of the delegates to the root of the problem under consideration, Mr. Martin stressed the fact that the Canadian economy has progressed at a rapid pace and that new types of concerns have appeared, some of which entail revolutionary processes of production and distribution.

"Trade unionism has had to evolve too," he said, "and to enlarge its compass, while a whole pleiad of skilled workers has become necessary to study all the problems arising from these great changes."

While pointing out that no one can remain indifferent to this economic or community transformation, the Dean stated, however, that thinkers and searchers who consider these problems "must remain independent of governments and of groups".

### Rev. Gérard Dion

Noting that trade unionism is one of the most important social phenomena of our age, the Rev. Gérard Dion, Assistant Director of the Department of Industrial Relations of Laval University, stated that the conference intended to study organized labour in its relations with economic, social, legal and cultural development.

"If it rests exclusively with union groups to determine their own policies and trends," said Father Dion, pointing out that public opinion is following with a great deal of interest the CCCL's attitude towards the new Canadian Labour Congress, "it is nevertheless true that every one, especially those who are involved in labour relations problems, is under an obligation to try to understand unionism."

"Even if we reject that historic materialism according to which the development of institutions and ideas is accomplished in accordance with absolute determinism, it

must be admitted," he said, "that trade unionism upholds essential relations with its causes: industrialization, capitalist economy, the wage-earning classes, the condition of the workers. It is also made up of members who come from a particular circle and who belong to other institutions. Finally, it develops within a political framework and in a legal system."

Father Dion also stated that the time when each union expected to settle the

economic problems of its members within a relatively restricted geographical area "seems to be definitely over".

"The union has not only identified itself with the life of the concern, but also with the life of the different communities, if not of the nation itself. However, each community transformation compels the labour movement to make a constant review of its trends, its positions and its structures."

### Interdependence between Economics, Society and Union Structures

According to Emile Gosselin, economic integration calls for union integration, and it matters little what method is used to attain it, whether it be by way of fusion or by way of a cartel in a pluralist union system.

Mr. Gosselin, Secretary of the Department of Industrial Relations, was entrusted with introducing the problem of economic changes and organized labour.

His address, which was necessarily of a theoretical nature, showed that, in view of the nature of trade unionism and its economic and social purposes, its integration into society must be adapted to the various forms which find expression in the economic system.

Having shown that society implies relations of complementarity and interdependence, and that our capitalist economic system is essentially an evolutionary system centred on the rôle of the employer, Mr. Gosselin dwelt on the specific purpose of unionism.

"An effective union seeks primarily to control the supply of labour," he explained, "leaving it to the employer to play his part in the field of demand, factors of production and sale of the products. It is through the economic machinery playing on the supply that the union inserts itself as an integral and integrated part of the economic body."

It is by exercising control over the supply of labour, the speaker stated, that the union must try to advance the well-being of the worker "to the highest possible degree".

Mr. Gosselin went on to say that effective union action must be based on as perfect knowledge of markets and the economic situation as can be attained.

"For only then," he explained, "will the union be able to estimate to what level it can raise wages in comparison with the

other costs of production. The union will then be in a position to determine with what employer or what group of employers it will be able further to increase the economic welfare of its members to a maximum. It will also wonder, and for the same reasons, whether industrial unionism will prevail, at a given time and at some point in the labour market, over trade unionism."

In closing, Mr. Gosselin stated that he was in favour of union integration in relation to economic integration caused by industrialization.

"If the labour movement is to play an effective rôle in an integrated economy," he said, "it is necessary to proceed to a wage policy national and even international in its application. And," he added, "because of the effect of such a policy on the level of the national income and the repercussions of this national income on the economic objectives of the union, it is necessary for union organizations to play a really positive part in formulating the economic policies of governments."

Mr. Gosselin's talk was followed by a panel discussion, participants being Fernand Dumont, Fernand Jolicoeur, Yves Dubé and René Tremblay. During the discussion the fact was brought out that trade unionism, if it has an effect on economics, is also the expression of a social class which has no other means of expression.

Moreover, Mr. Jolicoeur, Director of the Canadian and Catholic Confederation of Labour's Education Service, attributed a more extensive rôle to trade unionism than did the speaker. He also stressed the fact that the unions recognize not only that the Government should establish economic machinery, but that it should "help this machinery to play its normal part".



## Economic Structures and Organized Labour

The Canadian economy has reached a stage where the industrial sector is losing in importance to the services sector, according to Harry C. Eastman, Professor of Political Economy at the University of Toronto.

Analyzing the changes in the economic structure and their effect on union organization, the speaker pointed out that the increasing importance of the services sector is going to create serious problems for unions.

"In order to attract workers who are only slightly interested in union activities," he said, "they will have to develop new organizational techniques."

The introduction of technological innovations, according to Mr. Eastman, tends to curtail the workers' share in production and to change the quality of labour.

"It is this change in the quality of labour which will make new approach techniques necessary on the part of unions; as a matter

of fact, the interests of this new class of workers will not always be compatible with those of ordinary labour. A considerable effort at diplomacy will be necessary in order to avoid conflict within a single union."

Moreover, Mr. Eastman is not of the opinion that the tendency towards medium-sized establishments—while the concerns themselves continue to grow—will not change the position of local unions in relation to national or international unions.

"The concern," he said, "will have a greater number of establishments from now on, but it will continue to bargain with the upper ranks of the union, and on this plane the importance of the local union will not increase."

A discussion followed Mr. Eastman's talk in which Marius Bergeron, Maurice Bouchard, Jean Jacques Gagnon, Jean Guérin-Lajoie and Jacques St. Laurent took part.

## Social Changes and Organized Labour

Guy Rocher, Secretary of the Department of Sociology at Laval University, analyzed changes in the Canadian social structure and their effects on the labour movement.

He pointed out that trade unionism is a social movement bearing new values: respect for the autonomy of the industrial worker, employee's rights, more equitable distribution of income.

Mr. Rocher reminded the delegates that trade unionism has made and is still seeking to bring about changes in the existing social order, whether it be in the legal field, in the field of management of the concern, or even, on a wider plane, in that of the evolution of class consciousness.

Among the other characteristics which make trade unionism a social movement, the speaker mentioned the fact that it developed under favour of a condition of economic and social "stress" affecting em-

ployees in the modern concern and capitalist society, as well as the fact that it is quite closely linked with a "leadership" which serves as a symbol for it and guides its policy.

"Thus defined as a social movement," he said, "trade unionism appears to us in a twofold light. On the one hand, it must seek efficiency within a given social-economic system; it therefore seeks to identify itself with that system as it finds it, and to carry on within the system in accordance with established rules. At the same time, on the other hand, it is opposed, more or less strictly as the case may be, to certain aspects of the social system and of the established order. Then it no longer appears to us as being identified with the social system, but rather as being at variance with it."

## Tendency towards Standardized Legislation

L. P. Pigeon, QC, Professor in the Faculties of Law and of Social Science at Laval University, stated that "to-day's expansion and standardization of union forces brings up the problem of defining the limits of that economic power which proceeds from the freedom of labour coalition".

He pointed out that trade union mergers, on the one hand, lead towards uniformity in Canadian legislation, but that provincial jurisdictions, on the other hand, are against this tendency.

However, Mr. Pigeon went on to say, the big unsolved problem in the legislative field today is the problem of defining the limits of the power of the labour organization.

"How far can the trade-union coalition go," he asked, "in the way of economic coercion, in obliging each member of the labour group to pay in part of his earnings to the common fund used for union action?"

On the national scale, said Mr. Pigeon, the labour coalition implies economic power

which is just as formidable as that of the coalition of capital; the State cannot remain indifferent to the problem which arises therefrom, and it will have to be solved other than by arbitrary intervention, without, however, affecting fundamental liberties.

"On the federal level in Canada," the speaker explained, "we have not even a plan for a solution. At the time of the first railway strike, compulsory arbitration was imposed by a special law; but when it came to settling the firemen's strike on the Canadian Pacific Railway, arbitration was accepted which will not be binding on the parties, and which, therefore, will not settle the dispute."

According to Mr. Pigeon, we cannot remain indefinitely with the "present system of trial and error". Sooner or later, the limits of the right of labour coalition will have to be concretely defined, just as the limits of other rights have been defined.

"Democratic freedom cannot exist without restrictions," Mr. Pigeon explained, "because no democratic regime can continue to exist if it surrenders any sphere of economic activity to the regime of arbitrary intervention: freedom is the reign of pre-established law, not the despotic reign of the head of the State. This is no less true when the head of the State is elected than when he is not elected.

"Trade unions are afraid of a definition of the restrictions on freedom of coalition and the right to strike," he said, "because these two rights are the very foundation of their economic strength."

These two speeches were followed by a panel discussion in which, in addition to the speakers, the following delegates took part: Jacques Archambault, J. C. Falardeau, Alfred Charpentier and Marie Louis Beaulieu.

### Is Union Regionalism Out-of-Date?

The last afternoon was devoted to a forum on the subject, "Is union regionalism out-of-date?" Taking part were René Bélanger, President of the National Federation of Employees of Municipal and School Corporations of Canada (CCCL); Raymond Parent of the United Steelworkers of America (CLC); Philippe Vaillancourt, Director of Education in Quebec Province for the CLC; Roger Provost, President of

the Quebec Federation of Labour; and the Rev. Gérard Dion, Assistant Director of the Department of Industrial Relations. Emile Gosselin, Secretary of the Department, acted as moderator.

As a general rule, the participants, with the exception of Mr. Bélanger, agreed that regionalism is out-of-date where trade unions are concerned, even if it is desirable to preserve it in cultural matters.

### Trade Unionism and Culture

"In a civilization in which technique and leisure time may constitute a threat to the emancipation of the workers, as to the development of their personality, trade unionism because of its economic power, its organizational strength and the undeniable influence which it exerts over a large part of the population, reveals itself as a tremendous means of cultural revival for the working classes and for the development of a labour culture which respects all values."

These words were spoken by the Rev. Gérard Dion, Assistant Director of the Department of Industrial Relations, in his talk at the banquet which brought the conference to a close.

Emphasizing the power of technique and the importance of leisure time, Father Dion pointed out that these two factors may serve in the emancipation of man, enabling him to gain greater domination over

creation, or, on the other hand, may contribute to his debasement.

"Faced with these two outstanding problems of our industrial civilization, technique and leisure time," the speaker said, "it is the fate of man himself which is at stake, with his dignity, his personality, his liberty. The whole thing reduces itself to the question of knowing whether one or the other is going to carry man along to his destruction, or whether, thanks to the unsuspected possibilities which they also present, they will provide the masses with opportunities for culture."

Noting that the traditional vocation of the labour movement has always been to aspire to freeing men from inhuman conditions and bringing them an income and security, Father Dion specified that it could play an irreplaceable part in correcting the evil consequences of the domination of technique and poor use of leisure.

"The specific objective of trade unionism," the speaker reminded the delegates, "is primarily economic. But it is not merely an association of material interests of one part of the population. It represents a mode of life, a method of expression and of evolution of the human person in its moral as well as economic exigencies. As a matter of fact, by its very nature, it is a reaction against individualism, it appeals to solidarity, it calls for an orderly social life in which respect for the dignity of man, the fair distribution of goods and the progress of the individual are the conditions in labour relations and even in the whole of society. It constantly brings up the problem of liberty, justice and solidarity."

Moreover, according to the speaker, trade unionism which confined itself to complete conformity with whatever is accepted around it would soon become "indurated, and would no longer have any reason for existence".

Father Dion also pointed out that the amalgamation of labour organizations may involve a great danger—the risk of reducing union members to mere ciphers, as certain mass-production concerns have been blamed for doing.

He stressed the fact, nevertheless, that the labour organization, properly speaking, is the most natural grouping of the workers, in the sense that it is made for them and that in it they are most at home.

"It is a medium which is capable of satisfying their human aspirations and developing their individual and collective conscience. If it is really democratic in its acts, the individual worker will be led, in accordance with his desires and ability, to assume social responsibilities, to experience community life, and, in this way, to serve the whole of society better."

Father Dion also stressed the fact that union activity has an undeniable potentiality for the development of culture.

"As a matter of fact," he said, "just as union activities, while remaining specifically economic, run over into the social and political fields, so they cannot fail to reach the cultural, the human sphere."

Father Dion paid tribute to the labour movement for its efforts in the field of adult education.

"Up to the present time," he said, "the labour movement in our country has not completely ignored the education of its members. It can even be stated that, of all professional groups, it is certainly the one which has put forth the most effort in this field."

## Trade Unionism and Education

The labour movement has always been interested in raising the cultural level of the people. At its very beginning, in all countries, in America, and even in the Province of Quebec, it was seen not only to call for an opportunity for all children to attend primary school, but, and in this it made the first move, as in many other fields, to the great scandal of many people, it asked the State for free education and compulsory school attendance. It took many years before this claim was satisfied. Today the trade unions have allies in other circles who advocate an opportunity for secondary and even university education for all who have talent, regardless of their financial means. As we all know, a great deal of ground remains to be covered before this legitimate wish is realized in our country. Unfortunately there are still people who, although they do not put it quite so bluntly, consider money as a valuable criterion of selection to open the way to the higher levels of education.—*The Rev. Gérard Dion.*

In closing, the speaker mentioned the co-operation which trade unionism can offer to institutions engaged in cultural activities in any sphere whatsoever.

"For that reason, however," he specified, "all such institutions should begin by accepting organized labour as a respectable movement which has its normal place in our society and should recognize that it has a part to play other than that of demanding wage increases and regulating working conditions.

"Unfortunately," he added, "it is far from certain in our circles that we are really ready for such co-operation. It is to be hoped that prejudice will disappear in the not too distant future and that we will even go so far as to ask the unions for this co-operation."

The speaker was introduced to the more than 400 listeners by Jean Marie Martin, Dean of the Faculty of Social Science, and was thanked by E. C. Désormeaux, Secretary of the Unemployment Insurance Commission.

During the dinner meeting Mr. Martin also paid tribute to Gérard Tremblay, Provincial Deputy Minister of Labour, who was the founder and first Director of Laval's Department of Industrial Relations.



# 86th Annual General Meeting of Canadian Manufacturers' Association

Employer-employee relations conference, one of seven making up program, discusses personnel practices and white collar employees, government social security measures and company benefit plans, labour legislation

Close to 1,900 industrialists from all parts of Canada attended the 86th annual general meeting of the Canadian Manufacturers' Association in Toronto June 5, 6 and 7. The theme of this year's meeting was "Industry—Leader and Servant".

The program consisted of six conferences: employer-employee relations, education, public relations, management, world trade, marketing, and transportation.

His Excellency, Sir Saville Garner, High Commissioner for the United Kingdom, delivered the annual dinner address, and Hon. Leslie M. Frost, Prime Minister of Ontario, was the first evening's dinner speaker.

A. H. Brown, Deputy Minister of Labour, delivered the opening address of the employer-employee relations conference.

In the election of officers for 1957-58, Harold V. Lush, President and General Manager of Supreme Aluminum Industries Limited, Toronto, was named President.

## President's Address

There is a danger "that the final result of misguided zeal to protect our economic well-being could be the sacrifice of the pioneering spirit and the drive of enterprise upon the altar of security," said J. N. T. Bulman in his presidential address.

"Exclusive dependence on the benevolence and paternalism of government to provide our personal security would seem to me to be not merely undesirable, but positively fatal to our enjoyment of it," he continued. "Such absolute dependence would inevitably result in the individual abdicating his personal responsibility and initiative to a bureaucratic elite."

The CMA President said that he did not wish to deprecate the human desire for security as wrong in itself, and he spoke with approval of "that security which is born of the knowledge that we have money in the bank and that it is safe there, a steady job, some protection against possible adversity, such as insurance, and the prospect of a comfortable old age. But surely," he went on, "it is the means we employ to achieve this very desirable state which are all-important."

He warned that if words like adventure, incentive, opportunity and freedom become outmoded, as they easily might, then "creeping paternalism will have taken over the assets of a still young country, if not by outright control of the stock, at least by the proxy of complacency."

We have before us the same choice open to every other nation, namely the choice between individual freedom and collectivist compulsion. The issue may not seem to be posed quite so starkly as that here in Canada; but the trend of human affairs, established over the last quarter of a century especially, is full of warning.

Mr. Bulman reminded his audience that "government handouts are a poor substitute" for personal endeavour, and that "there is no security to compare with that which is born of the knowledge that there is recognition and just reward for individual merit".

Speaking of the danger which "lurks in taxation that saps incentive on the part of the individual and hinders private industry in its rightful effort to expand, not only in terms of competitive growth but in employment potential," he said that the voice of the Association should make itself heard more loudly in impressing this danger upon the authorities, if the advantage of private enterprise were to be retained.

The President referred to the time when Canada with a population of 10,000,000 had 50,000 federal civil servants; he contrasted this with the 180,000 civil servants in Canada now, when the country has a population of 16,000,000. "Our population has gone up 60 per cent and the Civil Service 260 per cent," he said, "indicating, I might suggest, a somewhat disproportionate growth."

Most Canadians either don't care about, or in some cases are not even aware of this swelling of government. They accept the fact that everything is bigger—and governments are no exception. But they should be taught before it is too late that it is not the function of government to do for us what we should be doing for ourselves.

"Make no mistake about it," said Mr. Bulman, "this growth in government is attributable, at least in part, to the demands of selfish interests for additional services,

and unless these interests curtail their demands we must be prepared to pay for this growth and, what is more, witness its further expansion."

Speaking on the question of the tariff, he referred to the brief presented to the Gordon Commission by the Association, in which "we underlined the necessity of a tariff structure which would be fair, just, reasonably balanced, impartial and in the national interest". He said that the Commission in its preliminary report had agreed with the CMA that "Canada has demonstrated world leadership in this matter of reducing tariffs" and he applauded the Commission's suggestion "that it is now up to the other signatories of GATT to fall in line with Canada".

The CMA, the president said, had long advocated an adequate tariff structure which would help to rectify the "huge imbalance" in Canada's external trade account. But he emphasized that the Association did not "envisage a tariff structure which is designed to protect the manufacturer from the consequences of inefficient or obsolescent methods". Rather it should "provide insurance against unfair competitive conditions, and give encouragement and incentive to those enterprisers interested in stimulating our import replacement program".

The Association has repeatedly urged the pursuance of policies which would enable us to meet a larger proportion of purchasers' requirements from Canadian production, and which would encourage a greater degree of Canadian processing content in our exports.

Later Mr. Bulman said:

The tremendous volume of Canadian imports is, in large part, merely one symptom of the inflationary pressure to which our economy is subject. But, in the opinion of many, the monetary and fiscal measures which are being employed to combat inflation are proving so unpleasant as to leave the patient wondering whether the cure is not worse than the disease.

In regard to immigration the president said: "In view of its long-time advocacy of a liberal immigration policy to further the development of the Canadian economy, the Association was indeed pleased to see the sharp upsurge in immigration to 165,000 in 1956 from 110,000 in 1955. The picture will be even better in 1957 if the expected inflow of a quarter of a million is realized.

"One of the things that has pleased me particularly—and I am sure you share my reaction—has been the speed with which Canadians responded to the needs of the Hungarian people who, with nothing but the ingrained love of freedom to back them, challenged the police state of Moscow," Mr. Bulman said.

## Employer-Employee Relations Conference

### A. H. Brown

"I believe management, by and large, is making steady progress in its adaptation to collective bargaining as an institution," said A. H. Brown, Deputy Minister of Labour, in his address opening the employer-employee relations conference.

"Fundamental to this," he continued, "is recognition of the nature of the task which unions are trying to carry out in our society." That task, he explained, has two basic aspects: to protect the interests of individual members in grievance disputes, and to seek for their members a higher standard of living.

"I believe management is accepting the validity of this two-fold union objective and is in the process of working out a constructive attitude towards it."

But, the Deputy Minister pointed out, the development of this attitude on management's part will depend partly "on the ability of unions to come more and more to appreciate the responsibilities that necessarily devolve only on management".

As progress is made in this "difficult" process, Mr. Brown declared, "I see management becoming more confident in its acceptance of the principle of joint discussion of problems.

Management is now, I believe, giving a great deal of thought to the problem of how to retain full responsibility for those decisions it ought to make itself, and yet to obtain the informed co-operation of responsible unionism on these issues. This is, of course, a complex problem for unions as well.

The Deputy Minister began his address by commenting on the theme of the employer-employee relations conference: "Management Looks Ahead in Labour Relations". It is highly desirable, he said, that management should look ahead in labour relations and bring concerted thinking to bear towards the development of sound and constructive policies.

The Department of Labour, he told the meeting, had shortly before taken such a look ahead because the Canadian delegation to this year's International Labour Conference had been invited to lead off a discussion on the role of government in the improvement of labour-management relations.

"We seem to have achieved a reputation elsewhere in the world of having developed relationships in this field of a substantial nature, worthy of consideration," he commented.

In preparation for the ILO panel discussion, Mr. Brown explained, the Department was looking for something to say that would be meaningful to representatives of other countries, particularly from those less industrially developed than Canada. As examples he cited first the "emphasis that in this country is placed on collective bargaining as compared with legislation as a means of achieving economic objectives".

There are not many countries, even in the English-speaking world, in which labour and management are quite so free as they are in Canada, to develop their own wage or salary systems, hours of work and conditions of employment without restrictions imposed by considerations of Government economic policies.

The Deputy Minister also pointed out that there were few countries in which collective bargaining was so decentralized

or the employer-employee relationship at the plant level was so important; that the role of Government in Canada has been substantially a background role. "The Government has striven to establish and maintain the essential conditions of freedom under which collective bargaining can work."

He then listed some of the "ground rules" that government in Canada has laid down: the certification procedure, the definition and prohibition of certain unfair practices, the procedure for final settlement of disputes during the life of an agreement. Another function of government is to provide conciliation services and information on wage rates and other collective bargaining matters, he said.

These government activities are designed to protect the public interest by assisting the parties in developing sound relationships and by doing whatever is possible to avoid industrial disputes, Mr. Brown pointed out.

## Personnel Practices and White-Collar Employees

### A. C. Harrop

The panel discussion on personnel practices and white-collar employees was introduced by A. C. Harrop, Manager of the Department of Employee Relations, Imperial Oil Limited, Toronto.

The topic for discussion was chosen, he explained, because many consider the white-collar employee to be industry's "forgotten man".

"So many of our efforts and achievements in the field of industrial relations have been geared to the requirements of plant workers that the traditional differentials between the treatment afforded white-collar people and wage-earners have, in most companies, been all but eliminated," he said.

Mr. Harrop commented on the growth during the past 20 or 30 years in the number and proportion of white-collar employees.

Coupled with the increase in numbers of clerical people has come a change in the character of office work. Mechanical procedures, specialization of function, and large open offices have tended to make a great deal of clerical work as repetitive, and therefore as monotonous, as work in the factory. In fact, many offices function on the assembly line principle.

The introduction of electronic data processing has created many questions in the minds of office workers who feel they may be affected, he continued. Management in

the future will be required to devote greater effort to achieving good employee relations within its growing white-collar group.

It is not simply a matter of satisfying economic needs; there is a much larger area of needs—the need for participation, for recognition, for making the most of one's talents, in other words, the need for personal growth.

"I think we might ask ourselves whether or not management is going to face up to the white-collar problem and take a leadership position or whether it will lose the initiative by default," he said.

### R. F. Lane

"The conviction that he is being treated as an individual provides the best motivation to an employee to improve his performance and capacities," said R. F. Lane, salary administrator for Canadian General Electric Company Limited, Toronto.

"It also encourages him to act individually and not seek alliance with other employees in order to bargain with management," he declared. Mr. Lane was speaking on "Salary Administration".

"Once an employee accepts the feeling that, from the management point of view, he is only a classification, a necessary cog in a chain of wheels, rather than an individual, he loses the sense of identification of his own interest with company well-being," he added.



In his address, Mr. Lane spoke of the place and function of salary administration in the organization structure, the bases of salary rate determination, relationship of salaries to community rates, the evaluation of positions, the salary schedule, and performance appraisal.

Summarizing his remarks, he stressed that the thing to emphasize in salary administration is that the employee must be treated as an individual. "The most valuable employee to any organization is the one who identifies his own interest with that of the organization, and that identification is not possible if the employee is treated other than as an individual," he said.

### Clarence H. Fraser

Speaking on "Performance Appraisals and Career Planning," Clarence H. Fraser, Placement Supervisor, Bell Telephone Co. of Canada, Toronto, said that, to be useful, performance appraisals should move the individual forward and the organization forward to realize on potential.

Information gathered through performance appraisals should be such that the supervisor and employee can talk things over and then take action to move forward as a two-man team, he said.

Mr. Fraser placed four questions before the meeting:

1. What can the individual clerical employee contribute to his or her own performance appraisal and career planning?
2. What can the immediate supervisor do?
3. What can specialized services do?
4. What can management do through effective administration?

### W. Donald Wood

"Job Security, Grievance Procedure and Information Sharing" was the title of an address by W. Donald Wood, Department of Employee Relations, Imperial Oil Limited, Toronto.

A discussion of white-collar job security must make reference to office automation, he said. Many office employees see this new development as an "alarming threat" to the security of their jobs. Although based mainly on misunderstanding—a misunderstanding for which management, in many instances, must assume the blame—this fear has an adverse effect on morale.

Despite the benefits to employees that have actually resulted in automated offices—reduction of monotonous, routine work; upgrading of many jobs; little, if any, reduction in the number of jobs—the introduction of automation has created many

dissatisfactions when there has been no adverse planning by management.

Mr. Wood then listed six guides that companies have found useful in smoothing the transition to an automated office:

1. Make the necessary advance planning and studies of transition problems and their potential solution. In this respect, pay particular attention to the possible impact of automation on the seniority system, job titles, classification, and wage rates.
2. Tell employees early of the coming of automation and keep them fully informed during each step in the planning, introducing, and carrying through of changes.
3. Have employees participate with management in working out the various problems that may arise.
4. Give employees the guarantee that no one will be laid off or asked to accept a lower paying job as a result of the new equipment.
5. Wherever possible, select present employees to operate the new machinery and have them receive the necessary training for their new responsibilities.
6. And finally, retrain workers who can't adjust to the changed job content of their operations and relocate them in jobs as good as, or better than, the jobs from which they were displaced.

Turning to the handling of grievances, Mr. Wood pointed out that grievances, whether they be real or imaginary, trivial or serious, do occur in the office as well as in the plant. Therefore an adequate program for handling grievances in the office should be developed, he said. The essential features of an effective program he listed as: (1) the avoidance of grievances; (2) the development of mechanisms for the airing of grievances.

The prevention of grievances implies well publicized, written personnel policies and procedures, and requires supervisors to take the initiative in remedying conditions that might be the basis for complaint before the dissatisfaction grows into a "full-blown" grievance.

The effective handling of grievances requires the development of definite mechanisms and procedures for the airing of employee complaints. The immediate supervisor is the key person in the successful handling of grievances; but when he fails to resolve a complaint, "it is important that aggrieved employees have the right of appeal to higher levels of management".

On the subject of information sharing, Mr. Wood said "a basic job satisfaction for office workers is derived from having their management share information with them". Morale and efficiency will be adversely affected if management does not make a continual effort to share information with employees and to explain its implications for the worker, he declared.

## Labour Relations Legislation

### L. Hemsworth

"We have been in a legal stage of active union promotion for many years and it is time to obtain a proper balance by necessary legislative amendments," said L. Hemsworth, Personnel Manager, Industrial Relations Department, Canadian Industries Limited, Montreal. He was the first of five speakers in a symposium on labour relations legislation.

"Today," he continued, "unions wield great economic power... Moreover, union leaders are apparently entitled to practise with impunity acts illegal or clearly immoral when committed by other groups."

Mr. Hemsworth spoke on two areas in which "legislative correction is clearly needed". These were: (1) the use of the boycott and (2) "interference by unions with the right of an individual to work at his job".

He gave several examples of "how unions work the boycott". This was one of them:

Building materials arrive on a construction site, for example, prefabricated piping. The pipefitters' union hasn't been able to get the employees of the shop where the pipe was made to join their union; the employees may even have exercised their rights under the Labour Act to join another union. So the construction pipefitters refuse to handle the pipe. The pipe manufacturer is being subjected to a secondary boycott. The contractor is expected to change suppliers, diverting his business to a so-called "fair" shop... In any event, the non-union supplier can be forced out of business.

All these practices cost the public a great deal of money and serve only one purpose: the "narrow organizational interests of a particular union," he declared.

It is no answer to say that employers should not accede to these tactics, Mr. Hemsworth added. "An employer usually has no choice—except to go out of business."

The remedy he suggested was "to apply the same standards to trade unions and trade union leaders with respect to restraint of trade as are applied to business groups". Also, he said, the Labour Relations Acts should be enforced, with respect to strikes and illegal picketing, "in the same way that the Criminal Code is enforced with respect to breaking and entering".

Turning to the "right to work," Mr. Hemsworth pointed out that at the time existing labour legislation was drafted the only threat of loss of employment for union activity anticipated by the Legislatures was thought to emanate from employers; the Acts therefore include a prohibition against discharge by an employer for union activity.

But while the Acts prohibit discrimination for reasons of membership or non-membership in a union, they permit, *may encourage*, the inclusion of compulsory membership clauses in collective agreements. Compulsory membership provisions have as their purpose discrimination against non-members—forcing their discharge. A non-member, or a person expelled from membership, loses his right to work by virtue of a compulsory membership clause.

While union security originally implied security against employers, he went on, "today its purpose is security of the union officialdom against its members: membership can be withheld or withdrawn to keep members 'in line', to silence opposition, or to ensure the re-election of the incumbent leadership".

There is no effective remedy for individuals expelled, because the courts pursue a "hands-off" policy, telling an aggrieved member to "exhaust the remedies inside his union," which means that the discharged employee "has to go back to the very union officers who pushed him around in the first place," Mr. Hemsworth said.

Calling attention to the 18 states in the United States that have recently banned any form of compulsory union membership, he urged that in Canada the necessary action be taken now "to eliminate this modern form of serfdom".

### Patrick Draper

Second speaker in the symposium was Patrick Draper, Vice-president of the Pressure Pipe Company, Montreal, who described the activities of labour relations boards.

Commenting on Labour's suggestion that a simple majority of those voting, and not a majority of those eligible to vote, be sufficient to determine the choice of a bargaining agent, he said that the analogy between a representation election and a political election may be unsound. "The disinterested employee who does not vote obviously does not want to change the *status quo*," he said.

### Edward Benson

Edward Benson, of the Consolidated Mining and Smelting Company of Canada, Limited, Trail, B.C., spoke on strike votes, the check-off, and illegal strikes.

He noted that the report of the Ontario Federation of Labour (L.G., March, p. 269) did not cover strike votes in any great detail, the major reference being that of Prof. J. C. Cameron, who said that government-supervised strike votes might hasten the advent of government-supervised votes

on other collective bargaining issues (L.G., Aug. 1956, p. 987). Mr. Benson disagreed with Prof. Cameron.

Two criticisms of government-supervised strike votes that he had heard from employers, Mr. Benson said, were:

—That a “yes” result in such a vote tends to create the impression with the public that the union’s cause is just;

—That employees who would not normally turn out for a strike vote will turn out for a government-supervised vote and, the odds are, will vote in favour of striking.

Perhaps both these apprehensions are justified, Mr. Benson said.

One thing is certain: I think it would be poor legislation which does not provide for a government-supervised vote and at the same time removes the mandatory conciliation proceedings between commencement of bargaining and time of the vote. As a personal preference, I would much rather be faced with the task of persuading employees and the public generally of the merits of my case, assuming I were facing a government-supervised strike vote, than have to deal with the possible consequences of a strike vote, the validity of which might be questionable.

The lack of implied restraint which a government-supervised vote imposes, he continued, makes the use of the strike vote a weapon, not to be used as a last resort but “dragged from the arsenal in the very early stages” of negotiations. He once experienced the calling of a strike vote after only four hours’ direct bargaining. Continued use of the strike vote in this way reduces everyone’s awareness of its great significance until it is too late, he believed.

“I think that a government-supervised strike vote is in everyone’s interest most of the time,” he said.

Turning to a discussion of the check-off, Mr. Benson noted that the OFL brief used different reasoning in arguing for a check-off than that used in recommending changes in the conciliation procedure. On the one hand, great stress is laid on

measures designed to permit the greatest freedom for collective bargaining to work, and on the other, when the unions are unable to obtain the check-off through free collective bargaining, relief is sought through the legislative process.

Such reverse reasoning, he said, reminded him of the man who murdered his mother and father and then demanded clemency on the ground that he was an orphan.

He could see no reason why the check-off should be introduced into the legislation; but one had to recognize that in many provincial labour statutes it was already there.

“If any government decides that it will provide some such legislation, it should certainly never do so without providing proper restraints,” Mr. Benson declared. He suggested provisions that a sizeable part of the employees in the bargaining unit must endorse the principle before any individual assignments are honoured; that, periodically, interested parties can ask for a demonstration that a majority remains in favour; that an employer is protected in connection with the use to which the deducted monies are to be put.

I consider a check-off provision unnecessary legislation. I consider that a check-off provision without restraints is unfair legislation.

On the subject of illegal strikes, he said he considered that in Canadian labour legislation generally, “one of the greatest features working for labour peace is that which obliges employers and trade unions to provide some machinery in their collective agreements for the final and binding settlement of disputes.

“It seems to me that in the essentials the provincial labour laws in Canada are fairly well uniform and have proved to be pretty successful in the main. I admit the desirability of certain refinements but I see no reason why either management or labour should feel the need for major revision in the substance,” Mr. Benson concluded.

## Government Social Security Measures and Company Benefit Plans

### R. S. Whyte

“Pension benefits are becoming so expensive that it would be unfortunate and certainly wasteful if the expenditure did not result in increased productivity,” said R. S. Whyte, Supervisor of Pension Trusts, The Royal Trust Company, Montreal. The first speaker in the panel discussion on government social security measures and company benefit plans, he was speaking on “Pensions”.

Although “reasonably adequate” pensions are being provided by a combination of government old age security benefits and company pension plans, “the drive is on for larger pensions”. Inflation aggravates the argument for larger pensions, he said.

“Before adding further to the already substantial pension bill paid by industry, we should strive to find ways of making pension cost pay off in added incentive to work more productively,” Mr. Whyte said.



He then listed some of the ways that have been tried with some success to stimulate incentive through a pension plan.

—Employees should be kept constantly aware of the benefits they are to receive and approximately what they cost.

—Employees should be retired at the normal retirement age.

—A profit-sharing formula can be introduced into the pension plan. While profit sharing is not a cure-all, it does seem to have a much wider successful application than has been tried so far in Canada.

—Cost of living adjustments to pensions after retirement have been experimented in Europe; they seem to offer a workable solution.

The value of the dollar has been going downwards ever since the white man settled in North America, Mr. Whyte said. As more persons accept this trend as inevitable, more and more may seek a kind of pension arrangement that gives some protection against changes in the price level after retirement. "We can reasonably expect that more and more interest will be shown in Canada in the ways of finding both depression-and-inflation-proof pension arrangements."

### William D. Welsford

William D. Welsford, Executive Vice-president, William M. Mercer Limited, Toronto, who was the second speaker on the panel, spoke on union-negotiated pension plans and the older worker problem as related to the pension plan.

"Every employer, whether he has a union or not, is or will be greatly affected by the gradual permeation of union-negotiated plans through a substantial segment of industry," he stated. "Whether or not we wish to recognize the situation," he added, union-negotiated plans are setting the pace for pension plans in industry as a whole, for both union and non-union employees.

"The simple fact is that the pension plans being negotiated today are better than the majority of the unilateral plans established by managements."

Mr. Welsford then pointed to some of the improvements in union-negotiated plans in the seven years since the first such plan was introduced into Canada in 1950: higher amounts of pension, increased disability pensions, the introduction of vesting. Pension amounts have increased at a faster rate than the rise in the cost of living.

Mr. Welsford predicted many further improvements in the future.

The superiority of union-negotiated plans, he said, could not but place many managements in a somewhat embarrassing position, especially when such plans were operated side by side with plans established by the employer. In such cases management must continually raise its sights on its own plans in order to keep pace with plans of the other type.

Tax laws in Canada regarding pensions were more favourable towards employee contributions than was the case in the United States, Mr. Welsford pointed out. This fact was ignored by international unions in their influence on bargaining policies, and in this, he said, he believed the unions to be wrong in principle. The result was that while most employer-sponsored plans were contributory, most union-negotiated plans were "unfortunately" non-contributory.

The industry-wide plan, Mr. Welsford said, had developed more slowly than the union-negotiated plan, of which it was simply an extension to cover the union employees of a number of companies instead of those of one employer only. The industry-wide plan had one main advantage, which was that it allowed employees to transfer from one employer to another without loss of pension rights. This advantage, the speaker remarked, made it almost certain that such plans would become increasingly common.

"It is inevitable that there will be continuing conflict between the union-negotiated plan and the company-sponsored plan for non-union employees. This cannot be avoided. Most certainly it cannot be ignored," Mr. Welsford said.

Statements which have appeared in the press to the effect that the cost of pension plans to the employer is a leading factor which deters companies from hiring older workers were described by Mr. Welsford as "utter nonsense". When such a plea was used by an employer it was merely an excuse for not hiring older people.

It could be said, the speaker admitted, that the cost of a dollar of pension, beginning at age 65, payable for an employee now age 50, was almost exactly twice the cost for an employee age 30; and that to provide an employee with a pension of 1 per cent of average earnings up to 65 the annual contribution required for an employee age 50 was about 50 per cent greater than the cost for an employee age 30.

"These cost factors, however," he maintained, "are completely misleading. Thinking of increased pension costs for hiring older workers of 50 or 100 per cent is only

valid if an employer hires *only* employees over age 45. This, of course, would not be a prudent employment policy."

Mr. Welsford pointed out that "the only cost factor that is significant is the extra cost of hiring older workers as applied to the company's over-all pension costs." He had calculated, he said, that under a typical pension plan which provided a non-contributory pension of 1 per cent of average earnings times years of service "the effect of an employer hiring, as a permanent policy, 4 per cent of his work force at an average age of 50 would only increase the employer's pension costs by a maximum of about one-tenth of 1 per cent of the total earnings of the eligible employees".

This cost factor, he said, was completely insignificant. On the other hand, there were many other factors which were strongly in favour of the older workers. These included: greater emotional stability than younger workers, a greatly superior safety record, less absenteeism, and virtually no turnover.

With the present employable unemployed over age 40 estimated at only about 2 per cent of our working population, this group nevertheless represented about one-third of the employable unemployed. "It is therefore apparent," Mr. Welsford said, "that all employable unemployed over age 40 could be absorbed by industry with negligible effect on pension costs."

The speaker insisted that "the decision on hiring of older workers should, therefore, be based on the company's *employment* policy entirely divorced from the pension policy."

Asking the question: Why then are employers so reticent about hiring the older workers? Mr. Welsford said: "I'm sure I don't know what the real answer is—but this I do know, it is not attributable to the cost of pensions."

### A. J. Swanson

"We are in a wage economy and people are finding it increasingly difficult to pay for hospitalization. It was felt that no one should be crippled by large hospital bills... and that no one should be deterred from seeking the necessary attention for some disability which could be helped by hospitalization," said A. J. Swanson, Chairman of the Ontario Hospital Service Commission, in a review of the proposed hospital care insurance plan for the Province.

As a first step in developing a provincial insurance plan the Hospital Service Commission had been appointed by the Ontario Legislature in 1956, the speaker said. The Commission's function, he pointed out, was

"not hospitalization, but insurance against the cost of hospitalization."

"It is the raising of money to pay for hospitalization by premium collection and government contribution, both federal and provincial. It involves the payment to the hospitals, on behalf of the patients, the costs of hospitalization. It should be noted here," Mr. Swanson said, "that there will be no interference with the autonomy of hospitals such as some people have suggested. Hospitals will not be taken over or administered by the Commission."

Hospital standards would continue to be set under the Public Hospital Act and the regulations, and the speaker said that the Commission had no intention of compromising on the present high level of care being given in the hospitals as a result of the institution of an insurance plan.

"There has been some suggestion that the present voluntary insurance programs through Blue Cross and other carriers were meeting the needs." These plans, however, did not cover the whole cost of basic care and were limited as to time and services paid for, Mr. Swanson remarked.

The proposed insurance program must make insurance available to all who are able to buy it, including individuals as well as those employed in groups. Old people and indigents must also be provided for, the speaker explained. The program as at present designed was without limitation as to age, disability or length of stay. The calculation of adequate premiums was therefore a very complex problem.

The Commission has the legal power to make participation in the hospital care program mandatory for any group; but it had been suggested, Mr. Swanson said, that this mandatory feature should at first apply to groups now insured and to other employed groups, but not to individuals. Although some people were opposed to compulsion he pointed out that 3,750,000 persons in the province, representing a group of a little more than 4,000,000 people, were already voluntarily insured for much less comprehensive coverage than that which will be available under the proposed provincial plan. The speaker argued that it therefore seemed reasonable to assume that they would not object to getting a fuller coverage for less than they were now paying for the present limited coverage.

Besides the coverage prescribed in the bill recently passed by the federal Parliament, which called for standard ward care and normal ancillary services, Mr. Swanson said that he had no doubt that "it will also cover emergency service in outpatient departments within 24 hours of an accident".

Out-patient diagnostic service had already been discussed and, Mr. Swanson said, "we feel that we must continue to study this matter in order that we shall arrive at a mutually satisfactory solution to some of the problems which will present themselves. It is felt that out-patient diagnostic service will materially relieve the demand for in-patient care."

Great changes are evidently pending in the hospital and medical fields, the speaker said, "but we must make sure that before any changes in established custom are brought about these changes are given long study with patience and understanding. We must be sure that we are not discarding practices which have stood the test of time for something less satisfactory."

Many people have asked what the rates will be, but there was a sound reason for not giving out any possible rates at present, said Mr. Swanson. If rates were announced for the very comprehensive coverage which would be given by the plan, unfavourable comparisons might be made with rates charged now by the Blue Cross and other carriers for a much less full coverage.

The calculation of rates was also a very complicated matter; and the speaker remarked that, with 5,500,000 persons and an outlay of from \$150,000,000 to \$170,000,000 involved, even a slight miscalculation might be a very serious thing.

With regard to mental illness and tuberculosis, which would be included under the plan, Mr. Swanson said that since the federal Government did not share in the cost of treatment the provincial Government must bear the whole cost.

"It is anticipated that a very small token charge will be included in the premium, and this money will be utilized for research and other studies in the mental hospitals in an effort to improve methods of treatment and service," Mr. Swanson said.

In the matter of indigent patients, "which has been a bug-bear for the hospitals, the municipalities and the provinces... it has been decided that in the case of the social assistance group who are a known quantity the province will purchase the insurance tickets for these people. In the case of the medical or hospital indigents who are an unknown quantity in numbers, and who are a changing group by virtue of the fact they may be out of employment today and well employed tomorrow and able to pay their way, this group will as in the past be screened by the municipality as to means."

The arrangement in these latter cases would be that the provincial Government would make an unconditional per capita

grant to the municipalities to relieve them of any expense they might otherwise have had to pay, Mr. Swanson said. The municipalities would in this way have an inducement to screen thoroughly because, the grant being unconditional, any money they saved by screening they would be free to use for other purposes.

### C. A. L. Murchison

In applications for approval of supplementary unemployment benefit plans the practice of considering each case on its merits "will be continued until we have had sufficient experience to enable us to make satisfactory general regulations to govern in such cases", said C. A. L. Murchison, Commissioner of the Unemployment Insurance Commission, in a brief discussion on Government Social Security Measures and Company Benefit Plans.

In Canadian agreements approval of supplementary unemployment benefit plans by the Unemployment Insurance Commission is a condition of their coming into effect, Mr. Murchison said.

After giving a short outline of the main provisions of agreements on such plans, the speaker continued.

"There has been some opposition to integration. It has been argued that the level of benefits provided in major SUB contracts destroys the incentive to find other employment. It is much too soon to say whether any weight can be given to such agreements. The incentive to find other employment depends upon the eligibility provisions of the Unemployment Insurance Act, the prospect of recall, the availability of other employment opportunities and the level of unemployment insurance benefits. Under our system a worker is disqualified from receipt of benefits when he rejects an offer of suitable employment. The SUB agreements recognize the statutory conditions concerning availability for employment."

Mr. Murchison stated that "on the administrative side the agreements have in no way changed the incentive to seek or accept other work, but there is no reason to assume that under all conditions no malingering will occur.

"It is here appropriate to point out that there is some evidence to show that management would not be unhappy if a worker held himself in readiness for recall, particularly in short lay-offs," he said.

Among the factors which restrict a workers' opportunities for getting other employment during a temporary lay-off, Mr.



Murchison mentioned the self-interested reluctance of other employers to hire a person who may leave his new employment when recalled from lay-off and the fear a worker might have of losing seniority rights, fringe benefits and other personal gains derived from unbroken employment. "There are other factors which may have to be reviewed in due course by management, labour and the Commission," he added.

"Under our Act the rate of benefit is higher for a claimant with a dependent than for a single person. Under SUB contracts single persons receive a larger SUB payment than do persons with dependents, and as a result take home as much money from unemployment insurance and SUB as do people with dependents. This result is not desirable, having regard for the social aspects of unemployment insurance," Mr. Murchison said.

"May I also remind you," he remarked, "that under SUB plans employees with higher seniority are indirectly subsidizing employees with lower seniority. However, if any issue develops on this point it will no doubt have to be settled by the workers."

Mr. Murchison also pointed out that "it is possible for a recipient to receive as much as \$25 a week supplement benefit, as well as the full amount of his unemployment insurance benefit. On the other hand, an unemployed worker not covered by SUB may while on unemployment insurance obtain casual employment and earn, say \$25 in a week. In the latter case \$13 of the earnings would be allowed to the claimant, but \$12 (the excess over \$13) would be deducted. In other words, the man who worked to earn the \$25 would be \$12 worse off than the other fellow who did not work. A serious anomaly is thus created."

The importance of finding out the relationship between the level of benefits and the incentive to seek new employment was emphasized by the speaker. At present we know little about this. "High benefits might encourage short term loafing," he said. However, he thought that such statements as: "people would rather loaf than work," lacked substantiation.

With bills to specify the conditions under which supplementation will or will not be permitted under consideration in some American states, Mr. Murchison suggested that "we in Canada would be well advised to stand by and await the results of the deliberations under way in other jurisdictions".

"I would argue that much is to be gained, and little lost, by postponing restrictions on supplementation until we have had an opportunity to observe the impact of the high benefit levels on the incentive to seek re-employment. If the present benefits, or future benefits, prove to be excessive the chances are that we will be given authority from Parliament to regulate and control them," he said.

"We should not overlook the possibility that any unfair or unreasonable decision on our part concerning the integration of SUB with unemployment insurance, might result in the abandonment of such plans in favour of a guaranteed annual wage," Mr. Murchison concluded.

"The cost to the employer of a guaranteed annual wage plan would be much greater than that of a SUB plan for many reasons, chiefly because the Unemployment Insurance Fund could not be used to supplement or subsidize a scheme where wages in excess of certain specified amounts were being paid."

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## State Federations Merge in Half of United States

In the United States, mergers of AFL and CIO organizations have now been completed in 24 states. Only formalities stand in the way of unification of two others.

During last month a new Connecticut State Labour Council (AFL-CIO) was formed to represent 200,000 unionists, while Mississippi labour groups also merged into a council representing 30,000.

R. J. Thomas, special assistant to AFL-CIO President George Meany, said he

expects mergers at a faster pace in August but acknowledges that "major problems" are ahead in big industrial states.

Two deadlines are important. Unions not merged by August must report their progress; if needed, the AFL-CIO will then appoint trouble-shooters. If not merged by December, existing, rival organizations will be dissolved by the AFL-CIO biennial convention and new, unified councils set up to replace them.

# Professional and Technical Manpower

Texts of remaining six addresses on supply and demand of professional manpower, broadcast on "Canada at Work" program, are published here

Texts of the remaining six broadcasts in the Department's weekly "Canada at Work" program dealing with the supply and demand of professional manpower are given below. Digests of the first five broadcasts appeared in the June issue, page 691.

The speakers and their subjects were:

H. H. Kerr, Principal, Ryerson Institute of Technology, "The Engineering Technologist".

W. H. Evans, Chairman, CMA Special Committee on Education and Manpower, "Industry's Role in Producing Professional Manpower".

Dr. F. T. Rosser, Vice-president (Administration), National Research Council, "Canada's Position in the World of Professional Manpower".

Dean Geoffrey C. Andrew, Deputy to the President, University of British Columbia, "Is a University Degree Important?"

Prof. M. D. Parmenter, Director, Guidance Centre, Ontario College of Education, "Vocational Guidance Is the Key to More Professional Manpower".

Dr. O. M. Solandt, Vice-president, Research and Development, Canadian National Railways, "The Importance of Scientists in the Development of Canada".

## The Engineering Technologist

H. H. Kerr, Principal, Ryerson Institute of Technology

It is generally recognized that a great many engineers are at present being used on tasks that are less creative and less important than those that they are capable of doing. It is here that the well trained engineering assistant or engineering technologist can be used to alleviate the shortage of engineers by relieving the more highly trained men of most of the routine work, thus setting the latter free for the duties for which they are especially educated, Mr. Kerr said.

He then went on to discuss the definition of a technologist and a technician. Although at one time such terms were fairly clearly understood, more recently, he said, they had become enveloped in a "maze of confusion," some firms having as many as six or eight categories of what they called "technicians".

One helpful definition has emerged, he said, which concerns a comparatively new term, "engineering technician". The definition had been adopted by the European and United States Engineers' Conference at a meeting in Geneva about two years ago, and had subsequently been approved by the Conference of Commonwealth Engineering Institutions, of which the Engineering Institute of Canada was a member. The definition he quoted in part as follows:

An Engineering Technician is one who can apply in a responsible manner proved techniques which are commonly understood by those who are expert in a branch of engineering, or in those techniques especially pre-

scribed by professional engineers. The techniques employed demand acquired experience and knowledge of a particular branch of engineering combined with the ability to work out details of a task in the light of well-established practice.

"A few months ago the Association of Professional Engineers of the province of Ontario appointed a committee to study the situation, and as a result of the deliberations of that committee the Association has instituted a voluntary scheme for the classification and grading of this type of engineering personnel. Five grades were established—Engineering Technician, Grade I, Grade II, Grade III, Grade IV, and Grade V," said Mr. Kerr.

"The highest category—Engineering Technician, Grade V—," he continued, "consists of persons who have passed the intermediate examination, or equivalent, of the Ontario Association of Professional Engineers. Because of the recognized standards of attainment they must meet, and because of the responsibilities they are thus able to assume, individuals in this grade and in the grade immediately below (Engineering Technician, Grade IV) are frequently categorized as 'engineering technologists'.

"The qualifications for the remaining grades are progressively lower, both as to academic qualifications and practical experience, but provision is made for the ambitious technician to progress from one grade to another, provided he is willing and able to qualify himself. For a small fee the

Association is prepared to issue certificates to members of each grade. This scheme is considered to be a forward advance in the training and standardization of non-professional engineering personnel and the move has been enthusiastically received by both the engineering profession and industry at large."

Mr. Kerr then went on to describe the training of an engineering technologist, with particular reference to the courses offered by the Ryerson Institute.

"The first source of recruitment..." he said, "is from the pool of able secondary school graduates for whom this type of curriculum has a basic appeal, or who for one reason or another do not wish to undertake a full engineering course. A second source is from industry itself. There are always a number of persons who, through circumstances beyond their control, are forced to leave school at the end of Grades XII or XIII and seek employment. A few years later they may find themselves financially able to resume their education."

The Ryerson Institute, which was established in 1948, is a provincially owned and administered institution. Its "engineering technology courses—electronic, electrical, chemical, mechanical, metallurgical, instrumental, architectural, and aeronautical technology—are of three years' duration, and the minimum entrance requirement is the Ontario Secondary School Graduation Diploma obtained at the end of Grade XII," the speaker said. "The first six of these courses have been accredited for technical institute purposes by the Engineering Institute of Canada.

"Although almost two-thirds of the total enrolment is in the engineering technology curricula," he continued, "Ryerson offers courses on the same level in such non-engineering fields as the graphic arts,

business, hotel administration, radio and television arts. The number of courses listed in the day school calendar is 22 and the 1956-57 registration was 1,982 students. The evening school consists largely of upgrading courses for employed persons, and this year's enrolment was 5,200."

The demand for graduates from the Institute far exceeds the supply, Mr. Kerr said. In a number of courses the ratio is four to one.

"Ryerson maintains a close contact with the industrial and business world by means of advisory committees. These committees are composed of prominent individuals in various firms connected with the industries served. The members periodically review the technological curricula. They assist in securing scholarships and equipment, in establishing standards of attainment, and in organizing new courses to meet the needs of the industry concerned. Acting as liaison officers between the Institute and the business and industrial world, they endeavour to interpret the work of the Institute to industry and obtain support for it in a variety of ways. The number of scholarships and bursaries provided the students by various firms is a source of pride and satisfaction to the Institute," Mr. Kerr said.

He pointed out that Ryerson is serving a wide field. Of the total enrolment 45 per cent comes from Metropolitan Toronto, 49 per cent from other centres in Ontario, and 6 per cent from outside the province. Of those from outside the province, 24 students come from British Columbia, 13 from Alberta, 10 from Saskatchewan, 13 from Manitoba, 14 from Quebec, 13 from New Brunswick, seven from Nova Scotia, four from Newfoundland, one from the Yukon, and one from the Northwest Territories.

## Industry's Role in Producing Professional Manpower

W. H. Evans, Chairman, CMA Special Committee on Education and Manpower

"We should ask ourselves to what extent industry is interested in professional manpower," Mr. Evans began, "for it seems logical that the degree of interest would have a marked bearing on the support and participation in the production of professional men that might be expected from industry".

Mr. Evans referred to the national conference held last Fall at Saint Andrews, N.B., to discuss the extent of the technical manpower shortage, causes contributing to

the shortage, and remedial action that could be taken to overcome the situation (L.G., Dec. 1956, p. 1520).

"As an outgrowth of this conference," Mr. Evans said, "the Industrial Foundation on Education was established, financed by industry, as a fact-finding body and as an adviser to industry on educational matters.

"Industry—and in referring to industry I mean specifically the manufacturing industries—is a large employer of scientists and engineers; but industry does not by



any means employ the majority of these people as some groups would try to have us think. Canadian industry, in fact, employs about 44 per cent of the engineers and only 25.7 per cent of the scientists who are registered in Canada today.

"Industry has established a means of obtaining expert advice on educational matters through the Industrial Foundation on Education, and as a major employer of technical manpower must, for its own progress and the well-being of the hundreds of thousands of other people employed by industry, have an adequate flow of technical graduates from our universities and colleges."

Industry, Mr. Evans said, was vitally interested in all aspects of education, because industry depended upon people. "Our secondary schools, technical institutes and universities must produce an adequate flow of people to man and manage technical industry."

Professional manpower, Mr. Evans said, meant "not only the professional management people who are the administrators of modern business and who are skilled in the handling of men, money and machines" but also the engineer, the lawyer, the accountant, the medical man, the scientist, the Librarian, the researcher, the advertising specialist, the writer, the designer—all highly trained, skilful people—that the manufacturing industry makes use of.

"They are the pilots of modern industry—without them our present economy could not exist." Professional manpower is produced first of all by our educational system. Universities, Mr. Evans noted, produced at one time only teachers, doctors, lawyers, writers and pure scientists. Then modern technology required industry, and government, too, to provide opportunity for the pure scientist to grow into a research chemist or a physicist; and for the men who had learned English and languages at university to become an advertising writer. The mathematics student found scope for becoming a statistician or accountant.

"In short, within the limit of their capabilities, the universities did a magnificent job in supplying the men and women needed in past years. The only trouble is, they haven't done it fast enough in recent years—and for a very good reason.

"Universities today consider that the maximum they can charge the student is 50 per cent of the cost of teaching him; the rest of the money has to come from somewhere else. Industry has recently been attempting, in greater measure than ever before, to help take up this slack.

"Some companies grant scholarships to the children of their own employees, as does

the Canadian Pacific Railways. Others have given large sums as grants in aid of university projects. Many are awarding annual scholarships and bursaries to enable people to go to university or to continue once they are there; and some, when granting scholarships, award a sum equal to the scholarship to the university.

"Industry is also extending opportunities for higher education to key personnel by sending them to summer management training courses that the universities provide.

"The efforts which managements across Canada are putting into in-plant training and development of personnel is, in some companies, on the level of a university training course. An example of this is the Staff Training College of the Canadian National Railways. More and more companies are engaging in continuous employee development programs such as the Bell Telephone Company with its employee development plan called A Career for Every Man."

Such plans, Mr. Evans said, were "designed to develop the employees from the lowliest to the highest during their working lives. They help him to exploit his abilities to the greatest advantage for himself and the company, even going so far, in some cases, as to move him out of the company for further training in other industries in order to develop him."

This is what industry has done and is doing to meet the professional manpower crisis, he said. But, at the same time, industry is losing good men through inflexible retirement policies.

"There is no single answer to the problem of producing professional manpower," Mr. Evans stated. There was no doubt that the shortage was affecting growth.

"Some companies have had to cut back plans for production and expansion as a result of the technical manpower shortage. Research and development have been curtailed. Some businesses fear that there will be a future shortage of executives.

"What can we do to alleviate the situation in view of the survey recently conducted by the Department of Labour in Ottawa, which predicts, for example, that there will be need for an increase of 11.4 per cent a year in the number of engineers over the next few years, ranging from 6.5 per cent for mining engineers to 17.4 per cent for aeronautical engineers?

"What can we do to solve the problem in view of the 50-per-cent increase in requirements for professional people over the next 10 years; or some 200,000 people in actual numbers?

"The responsibility, of course, is not wholly ours. Government, too, has a major role to play in this time of crisis. But," Mr. Evans said, "we can help."

He suggested five ways in which industry could help:

1. By learning as accurately as we can what our present needs are, and what our requirements are likely to be.

2. By finding out what we have in the way of potential manpower and through helping to train technicians we can free professional manpower for jobs of greater importance in which their training will be used to greatest advantage.

3. By creating a climate of opinion, in which the wisdom of choosing a completed education will grow among high school students, many of whom in their haste to get out of school cannot appreciate the need for further education.

4. By co-operating on a neighbourhood basis, especially in smaller communities and also within industries, by sharing men and know-how.

5. By making fuller use of our woman-power.

Concluding his talk, Mr. Evans said that while the problem of supplying professional manpower in Canada was a major one, he was confident it would be overcome.

## Canada's Position in the World of Professional Manpower

Dr. F. T. Rosser, Vice-President (Administration), National Research Council

This is a discussion of the position of Canada, relative to that of other countries in the world as regards the supply and development of professional manpower, so first, "let us be clear about what we mean by professional manpower," said Dr. Rosser.

"Most of us are average individuals, with no two exactly equal in our abilities. There are a few who, unfortunately, are handicapped in various ways. Much is done in Canada to help these cope with the problems of living.

"Then, there is a small group of intellectually gifted people, among whom the very best may possess real genius. It is from these clever people of above-average intelligence that our scientists, engineers, doctors, lawyers, economists, clergymen, business leaders, teachers and other professionals must be drawn.

"Mental superiority has no boundaries and is not limited to wealth or privilege. It is well known that gifted children may be born into any home, from the lowliest to the most lavish. Our professional manpower, therefore, is drawn from all kinds of homes and is made up of those gifted people who have received specialized training in either the arts or sciences and are actively practising the profession for which they are qualified. Now we can move on to consider first, the supply; and second, the development of professional manpower in Canada as related to other countries...

"In the field of education Canada has, for nearly a century, been among the world leaders by providing free education for all children up to the university level. For the most part our schools have been geared to meet the needs of the average child,

and it is only recently that serious attention has been given to the importance of providing special educational facilities for the gifted children. We do need to give greater attention to early recognition of superior children and to the improvement of educational programs for them in both public and high schools. It is, however, at the highest educational level that a crisis is fast approaching.

"Without immediate expansion of facilities, there is very grave danger that in the near future our universities may not be able to handle all the students qualified for a university education and desirous of training for a professional career. If such a situation were allowed to develop we would certainly be in an unfavourable position as compared to other countries. There is every indication, however, that the public has been awakened to the need, and that steps are being taken to prevent Canada from falling behind...

"We are, of course, short of scientists and engineers because of the enormous industrial development that has taken place in Canada since the end of World War II and for which large numbers of engineers and scientists are required.

"Whenever full use is made of the resource of gifted people the number in one group can be increased only at the expense of other groups. A changing society demands such constant and continual adjustments... If the percentage of scientists and engineers in our society must be increased still further it must be accomplished by a relative decrease in the numbers in other professions. Some countries have made engineering so attractive that religious

leadership, for example, has almost been eliminated, a result that Canadians would not fancy.

"In connection with our scientific manpower shortage, alarming comparisons are sometimes made between the number of engineers being produced in Canada and in other countries. Such comparisons can be very misleading... In Canada, the term 'engineer' is applied almost exclusively to those who have obtained an engineering degree from a university. This is not so in Europe... Boys (there) wishing to become ordinary engineers leave school at 15 or 16 and become apprentices in industry.

"A few years of practical training is followed by about three years in a technical school. When such a course is completed a man may be given an engineering diploma and have the right to call himself an engineer. There is nothing comparable to this in the Canadian educational system... Canada graduates 1,350 engineers per annum. Some other country of comparable size may produce 3,000 engineers per annum but it is meaningless to compare them unless the educational standards of the two countries are evaluated...

"The most serious problem concerning the future of science and engineering in Canada is the shortage, in both the secondary schools and the universities, of well-qualified teachers... Industry in particular should insist that a reasonable number of graduates be diverted to the teaching profession, otherwise, the supply of professional engineers and scientists could be dried up at the source.

"...In Canada more could be done to acquaint science teachers with the latest scientific and industrial developments by expanding the number of vacation courses. Again, industry could help by providing financial assistance to both universities and teachers, thus encouraging universities to establish summer institutes and the teachers to attend them.

"The co-operation between universities, industry and research institutes in Canada

is well ahead of that in many other countries but still more could be done to make full use of the abilities of outstanding research people.

"Industries could sponsor more fundamental research work at the universities so long as such sponsorship did not interfere with the professional freedom of the university professor or the research worker. They could also help by providing funds to endow special chairs or to purchase expensive apparatus, and by making available for teaching purposes plant facilities not in constant use.

"Both government and industrial laboratories might help by loaning outstanding men in specialized fields to lecture or direct research projects for the universities.

"...Workers at all levels in industry should be encouraged when they are young to improve their training and so to fit themselves for work at higher levels. This should be done particularly in the engineering field.

"In many other countries much greater use is made of women in all fields of science, medicine and engineering... In thinking that engineering is socially less creditable and less suited to women than other careers, perhaps we are neglecting a potential supply of good engineers that would help to solve the shortage. (Less than 1 per cent of the engineering force in Canada and the United Kingdom is female.) We have a reserve of trained women above the age of 40 whose children have grown up and whose housekeeping duties are light. It is possible that much greater use could be made of them in laboratories and teaching.

"The crisis brought about by the shortage of scientists and engineers in Canada is very similar to that of other countries. In order to maintain ourselves on a par with others we must recognize our weaknesses and take quick action to overcome them...

"By far the most important (action necessary) is to give our teachers a higher standing in the community in keeping with their real worth, since, in this respect, we are already far behind as compared with many other countries."

## Is a University Degree Important?

Dean Geoffrey C. Andrew, Deputy To the President, University of British Columbia

The roles played in Canadian life by men and women in professional fields other than technical, such as the arts and humanities, social sciences and other related professions, are the subjects of this broadcast.

"As a university teacher, I have frequently young men and women come to me to

discuss their programs of study and their future aims when they are not sure in their own minds that their interests coincide exactly with established professional studies. They may be preparing for a university program leading to engineering, law, or medicine. They are interested, perhaps, in



some aspect of the practice, but they may also be very much interested in research or administration or politics, or in interpreting the findings of these professions to the public at large. They want, in short, a career that is not entirely professional practice.

"Sometimes it would appear that the answer is that they should start with professional practice, and branch out into other aspects of their interests as time and opportunity afford... There is in a free society and a free economy such as ours a very considerable freedom to move around within related kinds of work, and this makes possible the use of a general education in a variety of fields of activity.

"The general education must not, of course, be so general that it does not add up to any body of knowledge, and the person who pursues this kind of education has to be willing to take a chance of finding the job to fit his particular qualifications."

Three examples illustrate the dean's meaning. A Minister of the Crown studied history and played a lot of baseball at college. He became a university professor, then entered the Civil Service, and then became a Cabinet minister; another trained in law and economics, became a university professor of social sciences before becoming president of a large public utility; and still another had a satisfying career in newspaper work, teaching and politics, all based on a general arts education in the social sciences.

"These people had in common a demonstrated interest in human and social relationships... There are many satisfying careers to be carved out, based on the liberal arts program at the university.

"My own tendency as a university teacher is to advise young people to find out what gives them most satisfaction in their studies, to find out what they do best at, to pursue those studies, and then and only then find out how they make a living at what they like to do. This advice will lead a great many people into a clearly defined professional field, technical or otherwise...

"They still have to prove that their skills are a marketable commodity, and as a consequence they are likely to be a little later finding their niche in life than those who have worked for a straight professional ticket. Most frequently people with such qualifications gravitate for a time into one or other of what might be called the interpretative professions—those that I have referred to in my case histories—teaching in the university or high school, working on a newspaper, or in radio or television, in the Civil Service, politics, or other

aspects of public affairs, or business and industry, on the human or public relations side.

"One reason why universities have been slow to develop schools of journalism or schools of communication, or indeed many applied fields of humanistic and social scientific studies, is because there is no general agreement on what kind of academic training best leads to a career within these interpretive professions. Both the requirements and the qualifications are very various.

"A good newspaper reporter or a good politician, or for that matter a good high school teacher, should know something of history, economics, philosophy and literature. He should be able to express himself accurately, clearly, and if possible, colourfully. He should in addition have some special field of interest. The rest he can learn on the job. What I call the interpretive professions are to a considerable extent interchangeable. They are also in a very real sense the group that binds society together, that interprets each to other—they are, in fact, our social cement.

"Today there are very strong social influences tending to make young people feel that they should have decided on their profession by the time they come to university, and the profession should be one clearly recognized because they cannot afford to 'shop around'—as they say—during the process of their university career. This point seems to me essentially anti-educational. A certain amount of shopping around and a good deal of self-discovery is an essential prerequisite to an education...

"There are, in short, lots of opportunities in the gaps between the professions for those who want to focus their education on their own personal intellectual curiosity, and their own sense of social need. It's a commonplace to observe today that we are living in an age of great technological change. It is less frequently noted that we are also living in an age where social and human implications of technological change are equally revolutionary.

"This year the federal Government has set up a Canada Council for the encouragement of the Arts, Letters, Humanities and Social Sciences, and it is expected that as a result of this move there will be more money available in the form of scholarships, loans and grants, to encourage young people to risk a career in these areas, and also to provide them with some minimal support such as has been provided to young scientists by the National Research Council Awards.

"Quite apart from the encouragement of creative and artistic activity there is at the present time an urgent need for more people to devote themselves to study about the social and human implications of industrial change, the social and human implications of modern systems of communication, and the social and human implication of the shrinking world society. These areas of study are still too new to be regarded as professional studies, though some of the established professions are expanding their offerings to try to embrace some of the more urgent aspects of these studies.

"Our young people, as anyone who is teaching in the university will be glad to corroborate, are still as willing to accept the challenge to explore new areas of interest and activity as ever they were, provided society at large and the counsellors in schools in particular do not impress on them the need to make up their minds about their future professional activity before they have had a chance to explore these new areas which have not yet become professionalized. To many of our young people the best career advice we can possibly give is: Don't choose a profession, but follow your interest and find your profession."

## Vocational Guidance is the Key to More Professional Manpower

Prof. M. D. Parmenter, Director, Guidance Centre, Ontario College of Education

"Vocational guidance is concerned with achieving a reasonable fit between individuals and occupations, and so with cutting down on the tremendous waste which ensues when individuals select unsuitable career goals, pass up opportunities for the type of training they should obtain, in terms of their academic intelligence, special aptitudes and basic interests, and land in occupations for which they are ill-suited," said Prof. Parmenter.

"With some understanding of himself, of occupations and their requirements, and of opportunities for training, a student is in a better position to do, with his parents, a better job of career planning than would otherwise have been the case," he added. "With such understandings there is less likelihood of the boy who, by virtue of his special pattern of talents, could probably become a competent geologist becoming instead a street car conductor."

The most important and most promising source of supply of professional and technical workers, Prof. Parmenter said, is the young people who are now in elementary and secondary schools and universities preparing to take their places in the world of work. In view of the current shortage of such workers it was of the utmost importance to make the most of this source of supply, he pointed out.

"Gone are the days when we cut down our forest trees without regard for waste and future requirements... Gone, too, should be complacency about the boy with the necessary talents to become, with training, a scientist, a physician, a teacher, who drops out of school and enters some occupation where his special gifts will not find expression.

"This problem of selecting a suitable occupation, planning towards it, preparing for it, entering upon it, and making progress in it, is something with which young people usually need considerable assistance. To render some of the assistance needed, programs of guidance services have been set up in most secondary schools, and to some extent in elementary schools and other educational institutions.

"Through such programs we try to do many important things. First of all, we try to help the student, his parents and his teachers to a better understanding of the student's strengths and weaknesses. Such an understanding is essential as a first step in career planning. To aid in this connection, schools now obtain over the years detailed information concerning each student—information about his hobbies, vocational ambitions, spare-time jobs held, study habits, academic intelligence level, special aptitudes, temperament, direction and strength of his interests, and so on.

"Student information forms, psychological tests, interest inventories and many other special tools are used to bring in such helpful data," continued Prof. Parmenter. "Information obtained through the use of these tools is recorded in systematic fashion on the student's cumulative record card or folder. On these same cards or folders, grades obtained on school subject examinations are accumulated and a record is kept of significant behaviour observed, or pertinent data assembled, through individual interviews with students and parents."

This procedure, the speaker said, "helps in spotting those students who seem to possess potentialities which, if properly developed, should lead to success in the professional and technical area". Individual interviews, special group work and other methods are used to help and encourage students to take stock of themselves and to discover their personal strengths and weaknesses.

The many devices used in this connection, the speaker said, include: classes in occupations and careers; planned use of occupational information files, including a number of "excellent monographs" on occupations published by the Economics and Research Branch of the Department of Labour, and 117 separate monographs issued by the Guidance Centre, Ontario College of Education; films and filmstrips on occupations, which are becoming more plentiful, some being produced for and circulated to schools by professional associations, and some being produced by, and obtainable from, the National Film Board. Prof. Parmenter also mentioned "career days" held at schools, which are occasions on which special speakers address groups of students on particular occupations; and visits to industries.

In enumerating a number of rather important points which "should be kept in mind in connection with this whole process of educational and vocational planning," Prof. Parmenter mentioned, first, that in our democracy the individual, with some qualifications, has the right to make his

own decision about a career, although guidance workers could help him to make up his mind; second, parents shared with guidance workers and teachers the duty of helping each student to a "better understanding of his strengths and weaknesses" and of the occupational world; and, third, that planning for a career includes planning education.

"Sound, adequate training is necessary for most occupations and certainly for those in the professional and technical area," the speaker continued. "This matter of adequate training, particularly for the gifted student, is causing much concern these days. One thing is certain, however, namely that an educational program, no matter how set up on paper, can be only as good as the teachers who take part in it. This means that we must do everything possible to increase our supply of able teachers in mathematics, science, languages and other subjects. And we must try to retain as teachers those able individuals who have been quite understandably leaving teaching during recent years to accept more lucrative positions in industry.

"Finally," he said, "we should keep in mind that many, many students are gifted in one way or another. Present emphasis on the need for engineers and scientists, and on the importance of mathematics and science in our modern world, should not blind us to the genuine need which also exists for those educated chiefly through the humanities."

## The Importance of Scientists in the Development of Canada

Dr. O. M. Solandt, Vice-President in the Research and Development Department, CNR

In concluding the series on the role of the scientist, engineer and technician in modern society, Dr. Solandt said he would attempt to give a general picture of the structure of the scientific community in Canada in the hope of unifying "in your minds all the presentations that have gone before".

Dr. Solandt said he would invent some definitions which need not be agreed with but just accepted for the purpose of the discussion.

"The first is that science is a body of knowledge which contains the accumulated and organized results of man's observations of, and thinking about, the physical world. The second is that a scientist is anyone whose days are mainly occupied in making direct use of a part of this body of knowl-

edge. This is obviously an unconventional definition of a scientist, but I think that it results in a more complete picture of the role of science in the modern world than does the more usual definition. Using these definitions of science and scientists, we find scientists scattered in all sorts of places in a modern nation. It is interesting to think of them all as the scientific community and to study the structure of this community and its relationship to the rest of society."

Dr. Solandt noted from the point of view of history and of social organization the foundation of science lay in the universities.

"At one time they were the sole repositories of the knowledge that goes to make up science. In them is done a great deal



of the research that is continually expanding the boundaries of scientific knowledge, and their professors pass on both the old and the new knowledge to the students who will use it during their working lives.

"However, from the point of view of the individual boy or girl who seeks a career in science, the first—and often the most important—member of the scientific community is the public or high school teacher who first creates for them an interest in science. In addition, industry is beginning to challenge the universities both as a repository of scientific knowledge, and as the scene of new scientific discoveries; in fact, nowadays many well-trained scientists never do attend a university. Nonetheless it is still correct to say that the scientific community has its roots in the universities.

"Scientists can be classified into three groups—teachers, applied scientists and pure research scientists. Strictly speaking, teachers should be regarded as applied scientists, but they are so important that they deserve a special classification. Without adequate teaching of science in the high schools, the scientific community could wither and die, and without a few inspired and inspiring teachers of science in the high schools, we would fail to attract to a scientific career a sufficient proportion of first-rate minds. Such a failure would threaten the continued development of our highly mechanized civilization.

"To follow the high school teachers we must have in our universities, as professors of science, some of our very best scientists. One essential characteristic of science is that it is a living and growing entity. The student of science must early learn that his student days will never end. He must come to welcome the thought that he will never achieve complete mastery of his subject.

"In addition, some of the best scientists in each generation must be encouraged to devote their lives to the task of adding to man's store of fundamental scientific knowledge. The urge to explore new avenues of investigation, to perform new experiments and to peer more deeply into the workings of the physical world is infectious, and can be transmitted from generation to generation. Hence the need to have good research work going on in universities. It is essential, not only as a training ground for a new generation of research workers, but also to give to all the scientists, including even the most practical engineers, some appreciation of the dynamic and ever-changing nature of their subject.

"In recent years there has been a tendency for pure research to migrate away from the universities to government and industrial laboratories where pay and working conditions are better. There is a real danger of this movement going too far. We must retain a proportion of our very best fundamental research workers in our universities."

A dual role was played by university professors, Dr. Solandt pointed out. "He is both a teacher and a fundamental research worker."

Research done by the professors, similarly, had a dual significance, he said, because it not only formed an essential background for their teaching, but performed an essential part of the nation's contribution to the advancement of scientific knowledge.

In earlier days, Dr. Solandt said, Canada imported "most of its pure and applied research and most of its engineering". But now, he said, Canada was emerging as a full-fledged and independent industrial nation and was rapidly developing a self-sufficient scientific community of its own. "This community must be strong and well-balanced if it is to give adequate support to a rapidly growing economy and to the needs of defence."

All parts of such a community must grow in proper proportion, Dr. Solandt said, in order for it to be "healthy and effective".

"Consequently," he said, "in our preoccupation with the teaching of science, and with the application of science in industry, we must not lose sight of the essential role of this fundamental research which is done partly in the universities and increasingly in government establishments and in industry. Spectacularly new fields of industrial activity such as electronics and nuclear power have come, not from the work of applied science, but entirely from the results of the most academic scientific research, done mainly in universities."

Some argued, Dr. Solandt recalled, that in a country such as Canada fundamental research was a luxury, and all energies should be directed towards applied research. "I am sure that this reasoning is wrong. Experience all over the world has shown that only a very small proportion of the population have the genius to do important and creative fundamental research work. The people with these special qualities seem to occur with about the same frequency in different nations; therefore, it is reasonable to believe that we in Canada have our fair share of geniuses such as Einstein. If this is true, then it is part of Canada's responsibility to mankind to see that these

geniuses have an opportunity to develop, and to make discoveries of importance.

"The cost of providing adequate facilities for fundamental research, to all those in any country who are really qualified to become independent fundamental research workers, is surprisingly small, and is one that will pay larger dividends than almost any other national expenditure. I think our real problem in fundamental research is to see that we give adequate support to those who are qualified by heredity and training to do it, and avoid supporting in fundamental research a great many people whose abilities would be far better used in applied research or in engineering. This does not mean, of course, that only geniuses can do fundamental research; in any exploration there is a great deal of work to be done clearing trails and bridging rivers, and so it is in fundamental research. Many first-class research workers can be usefully occupied in following up and expanding the discoveries of the explorers, but there are always only a small number of real pioneers."

The difference between fundamental and applied research Dr. Solandt pointed out, "was never very sharp and is becoming less and less well defined". He said the motives of the research worker probably gave the clearest distinction.

"The fundamental research worker is seeking new knowledge without thought of application. He is often followed by one (who is coming to be called a basic research worker) who is exploring defined areas to find applications for new knowledge, or alternatively to seek new knowledge within a defined field such as electronics. After him comes the applied research worker who seeks to apply new knowledge to the solution of specific industrial problems or to the design of a specific bit of equipment. Finally come the great body of applied scientists who use their scientific knowledge for purposes other than teaching and research. This includes, for example, medical doctors, doctors, chemists, physicists, mathematicians, geologists, biologists and—most of all—the engineers. These are the ones who apply the knowledge and experience of the whole scientific community to the solution of the practical every-day problems of building and managing our modern industrial society."

Applied scientists in Canada, Dr. Solandt said, "are needed not only to keep our industrial economy abreast of the changes that result from scientific discoveries, but also to cope with the expanding needs of a rapidly growing country.

"Because of the increasing demand for the services of engineers, Canada has become increasingly aware of the growing shortage of engineers. This shortage is as much due to a rapidly increasing demand as to a shortage of supply. The demand arises not only from our increasing population and the rapidly expanding exploitation of our natural resources, but also from the vastly increasing complexity of modern industry. A few years ago Canada had no highly complex industries such as the aircraft industry, electronics and nuclear engineering."

Dr. Solandt drew attention to a "striking example" from the aircraft industry showing "both the change in requirement for skilled engineering in a single industry and of the change in the nature of industry.

"The American P-51 fighter was brought to its first flight in 1940 with approximately 42,000 man-hours of engineering. The XP-86, the forerunner of the Sabre, flew in 1947 after 620,000 man-hours of engineering. The YF-100, which can be regarded as a supersonic successor to the Sabre, first flew in 1953 after 1,440,000 man-hours of engineering. This is a staggering increase in the engineering effort required to produce a series of aircraft, all of which have a similar purpose and each of which was of similar standard of performance in relation to its contemporaries. The same process is occurring throughout industry and will continue and accelerate.

"Thus, atomic power plants will require design teams many times the size of those used for steam or hydro plants. New electronic devices will be vastly more complex than the ones that they replace, and so on."

A factor adding to the shortage of engineers, Dr. Solandt said, was the continual invasion of new fields by scientists and engineers. "Engineers, in particular, are now frequently appearing in top management jobs. It is idle to suggest that these people should be kept at strictly engineering work. They are superior executives in technical industries because of their engineering training and we cannot afford anything but the best in top management. Consequently, as Canada grows the supply of engineers must grow or the pattern of our social evolution will be seriously altered."

Dr. Solandt said he had described the scientific community "in a general way as consisting of high school and university teachers, pure and applied research workers and applied scientists and engineers of a variety of kinds". He said another way of looking at the scientific community which would help in understanding its structure was to consider how the community was

built up within an individual industry. He cited the aircraft industry.

"At the basis of the scientific success of the Canadian aircraft industry lie the public and high school teachers who first attracted competent people into a career in science and gave them their early education. Following them are the university teachers and research workers who have given the students advanced knowledge and, above all, have inspired them to continue learning and exploring throughout their lives.

"These university research workers also form the basis of the scientific research organization that underlies the aircraft industry. They work on general principles without thought of immediate application. Next come the basic research workers who, in Canada, are mainly in the National Research Council and the Defence Research Board; they attempt to apply new scientific knowledge to the solution of general rather than specific aeronautical engineering problems.

"Finally, in the aircraft companies themselves are the applied research workers and the design and production engineers who seek to combine all this knowledge with industrial know-how to meet the practical needs of the RCAF and of the commercial airlines."

Dr. Solandt said he had given emphasis to the branches of the scientific community that spread into the manufacturing industry but it was "obvious that there are equally important branches spreading into almost every part of our national life.

"Scientists and engineers play an essential role in agriculture, mining, forestry and fisheries, transportation and other public utilities. The whole development of our natural resources and primary industries depends upon their work. On reflection, it is evident that the work of the scientist pervades every aspect of our economic life, and has a profound effect on the health and material well-being of every Canadian.

"Members of the community will be found playing essential roles, not only in research for defence and in the defence industry that produces our weapons, but also in the armed forces themselves. With the increasing complexity of weapons and the accelerated pace of development of new weapons systems, it will require our very best efforts in all these fields just to keep abreast of the armament of potential aggressors."

Dr. Solandt said he hoped that his outline of the structure of the scientific community in Canada had given additional understanding of the place of science in the modern community. In conclusion, he added a word of warning:

"In our enthusiasm to increase the number of scientists and engineers that are trained in our universities, we must not weaken or destroy any of the other similar professional communities that are so essential to the welfare of the nation. We must try to foster a balanced and healthy growth, not only within the scientific community but throughout the nation as a whole."

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An application by members of the Association of Professional Engineers of Saskatchewan to be excluded from the Saskatchewan Civil Service Association, which had been their certified bargaining agent for a number of years, was recently granted by the Labour Relations Board of Saskatchewan. Some 35 engineers were affected.

Some of the "compelling considerations that led the majority of the Board to that conclusion" were given in the Board's report in part as follows:

The applicants were all duly enrolled members of the Association of Professional Engineers of Saskatchewan and of the Dominion Council of Engineers; they represented and included all the professional engineers in the certified unit; and they constituted a "clearly distinguishable 'fringe' group of employees", with special skill and training, and performing work of a distinctive character which gave them

a special interest separate from the main body of employees in the bargaining unit.

Professional engineers were excluded from the operations of the Trade Union Acts of every other province in Canada except one, and out of about 25,000 registered professional engineers in the country these 35 were the only ones included in any Trade Union Act.

Other professional engineers in the service of the same employer, such as those in one of the crown corporations, were excluded from the unions in their respective departments or plants.

Professional engineers, rightly or wrongly, were in general strongly opposed to belonging to unions, and with the present shortage of engineers this hampered the employer in securing competent engineers.

The exclusion of a few professional engineers would not disturb the appropriateness of the bargaining unit or adversely affect the union which had been certified as the bargaining agent.



# U.S. Committee on Handicapped

**President's Committee on Employment of the Physically Handicapped in report of accomplishments of past ten years, notes two encouraging trends and urges continuation of vigorous program of public education**

The President's Committee on Employment of the Physically Handicapped, designed to focus attention in the United States on the employability of persons with serious disabilities and to elicit the support of leaders of business, government and industry in a year-round campaign, has issued a report on its accomplishments during the past ten years.

At a meeting in Washington in late May, attended by representatives from the 48 states and U.S. territories, the report was formally presented to President Eisenhower by Major-Gen. Melvin J. Maas, Chairman of the Committee. Observers from Canada were present at the meeting.

Highlights of the report were:

1. An increasing number of employers in the United States are becoming aware of the abilities of handicapped workers and each year are hiring more men and women with disabilities.
2. Most able-bodied workers have overcome outmoded prejudices and are accepting handicapped workers as fellow members of the labour force.
3. A vigorous program of public education on behalf of hiring the handicapped must be continued.

The report also stated that many major industries were becoming more liberal in their employment practices, eliminating overly rigid requirements of pre-employment medical examinations and that at all levels of government there was increasing co-operation.

The report indicated that Governor's committees on employment of the handicapped, as well as several hundred Mayor's and community committees, were co-operating in the national campaign. The prime objective in the year ahead is to organize additional community committees.

During the two-day session, the Committee heard speakers representing government, industry, organized labour, and voluntary agencies. They examined the problem of placing the handicapped in suitable employment, described successful experiments, and discussed what should be done to overcome the problem common to all: the many employers who have yet to

learn that a properly-placed handicapped person can equal or better the work record of a so-called normal person.

Outstanding among the speeches was that of Peter J. Wacks of the Chance-Vought Co., Dallas, Texas, who described the steps his company had taken to overcome some of the basic problems in hiring seriously disabled persons. Of a work force of 18,000, his company employs 2,270 who are seriously handicapped.

Mr. Wacks made it clear that it was worth the effort and expense to a firm in a highly competitive field—aircraft manufacture—to have a positive program for integrating large numbers of handicapped men and women into its work force.

Chance-Vought has made special provisions so that their physical handicaps will not interfere with their productivity. For 325 employees with poor mobility, six of whom are double leg amputees, the company has reserved parking space close to the plant entrance and provides bus transportation to their places of work. For those with weakened heart conditions, the company provides sitting-down jobs—bench or office jobs—issues them with special elevator passes and permits them to use the plant hospital's beds for resting during the lunch hour.

A special rest room, with a private toilet, has been set up for wheel chair cases. Diabetic employees, of whom there are 28, are provided with insulin and shin guards, and are put on jobs where they are least likely to receive bruises, so dangerous to the diabetic.

For amputees, the company, when necessary, relocates foot pedals and hand controls on machinery. For the eight totally-deaf employees, to whom vehicular traffic is a hazard, the company has found jobs away from the aisles.

For seven years Chance-Vought has employed nine persons with double leg amputations on cutting and grinding jobs; 12 epileptics hold down time-keeping jobs.

The unions in the plant have agreed to waive the seniority provisions in collective agreements for the seriously handicapped workers in times of layoff.

# Why Married Women Work

National Council of Women in Great Britain finds through survey of members that reason married women go out to work is "overwhelmingly" economic. Council to seek equal pay for women formed in New Zealand

The motive that induces married women to go out to work is "overwhelmingly economic," a recent survey in Britain disclosed, according to *Women in Council*, publication of the National Council of Women of Great Britain, April 1957 issue.

The findings noted in the magazine, copies of which are available from 36 Sloane Street, London, S.W. 1, were based on a questionnaire distributed to all local branches of the Council.

The rising cost of living, higher standards expected in the home and higher rents were all mentioned as factors contributing to the necessity for women to go to work.

Many women expressed satisfaction at having some degree of economic independence. Having earned their own money before marriage, they do not wish to depend upon their husbands for every item of personal expenditure.

A few of the women replying to the questionnaire, mostly in the professional classes, are motivated by a wish to use their talents and training, some for the good of the community, others for economic reasons.

Regarding the social effects of the employment of married women, says the report, no case was made that the mere fact of a woman working is detrimental to home and family.

Opinion overwhelmingly endorsed the proposition that there has been no increase in juvenile delinquency as a result of women taking employment outside their homes. Most replies express concern as to the effects of deprivation of a mother's care for very young children.

The general opinion was that except in cases of absolute necessity, mothers of children under three years of age should take only part-time work. In relation to older children, the problems that arise are those that occur when the mother returns from work after school hours, leaving children for a period without supervision.

The report suggests two possibilities for offsetting the disadvantage created when the mother is outside the home:

1. Planned supervision of school children after school hours and during school holidays;

2. Greater effort on the part of industry to adjust the hours of work for wage-earning mothers to correspond to the hours children are in school.

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Equal pay and equal opportunity with men for the women of New Zealand will be sought by the newly-organized Council For Equal Pay And Opportunity, constituted April 10, 1957.

Council membership is open to all organizations subscribing to the objects of the Council. Some 20 organizations, including several trade unions, have shown interest in the project to date.

The Council will further its objective through study of problems related to equal pay and opportunity in New Zealand and abroad.

It is explicitly stated that the Council does not intend to control the activities of member organizations and that membership does not preclude any organization from undertaking any activities in its own name.

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Equal pay for equal work for both men and women must prevail throughout West Germany, the German Federal Labour Court in Kassel recently ruled.

The ruling carried the provision that retroactive pay must be given to women who have suffered wage discrimination, and represents a decisive victory for the German Trade Union Federation.

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An analysis of women working in plants is made in a 14-page article appearing in *Factory Management And Maintenance* for February 1957.

The article quotes the U.S. Bureau of Labor Statistics as predicting that women "will make up over half of the increase in our work force in the next decade".

Why women like to work in industry, what they require to make it possible for them to work in plants, and the difference in dealing with women are a few of the phases considered in the report.

## 50 Years Ago This Month

Settlement reached in dispute between Montreal longshoremen and group of steamship companies. Annual report on labour organization by the Department for 1907 showed 1,681 labour groups of all kinds in Canada

A dispute between longshoremen and shipowners in Montreal was the subject of investigation by a conciliation board appointed under the new Industrial Disputes Investigation Act in June 1907. The report of the board, a description of the action taken in the case and of the manner in which a settlement was finally reached were published in the *LABOUR GAZETTE* for July 1907.

The dispute originated with a demand by 1,200 men out of a total of 1,600 longshoremen employed at the Port of Montreal for a wage increase of 5 cents an hour, to bring the day rate per hour to 30 cents and the night rate to 35 cents. The employees were represented by the International Longshoremen and Marine Transport Workers of America, Local 373. The employers, who were represented by the Shipping Federation of Canada, comprised 14 steamship companies and the Nova Scotia Steel and Coal Company. The Canadian Pacific Steamship Lines was also involved.

It was reported in the June issue of the *LABOUR GAZETTE* that the men had gone on strike on May 13, apparently in ignorance of the provisions of the Act which forbade such action until certain procedures had been complied with. The companies had then applied for a conciliation board. In the absence of the Deputy Minister, F. A. Acland, Secretary of the Department, was sent to Montreal to try to bring about a settlement.

Partly as a result of Mr. Acland's efforts, the men returned to work on May 21, after the Federation had withdrawn its request for a conciliation board and had offered an immediate increase of  $2\frac{1}{2}$  cents an hour. The longshoremen then applied for a board to conciliate the question of a further increase of  $2\frac{1}{2}$  cents to bring the total increase to the 5 cents an hour they had demanded.

The conciliation board appointed by the Minister was under the chairmanship of Paul Brushesi, Archbishop of Montreal. The board, which submitted its report on June 14, recommended—an alternative settlement having been rejected by the parties—that the  $2\frac{1}{2}$ -cent increase already granted by the companies be continued

for the season, and that a further  $2\frac{1}{2}$  cents be paid as a bonus to all employees who engaged to work for the shipping companies after July 1, and who continued to do so until the close of navigation.

For the 1908 season the board recommended that 30 cents an hour be paid for day work, and 35 cents for night work; and that an agreement to this effect be entered into by the parties to be effective until the end of the 1908 season.

The companies agreed to this award but the union refused to accept it. The upshot, however, was that the companies put the board's recommendations into effect and the men individually signed agreements accepting the arrangement for the rest of the 1907 season.

A report on labour organization in Canada in 1907, published in the *LABOUR GAZETTE* for July, showed that there were 1,681 labour organizations of all kinds, of which eight were congresses and national associations issuing charters, 49 were trades and labour councils, 31 were federations of trade unions, and 1,593 were trade unions or other local associations of employees.

The main congresses listed were: the Trades and Labour Congress of Canada, with 450 branches consisting of international trade unions and trades councils; the National Trades and Labour Congress of Canada, with some 28 chartered branches; and the Provincial Workmen's Association, of Nova Scotia, which had 47 lodges.

Of the 1,593 local organizations, Ontario had 752, Quebec had 256, British Columbia 175, and Nova Scotia 123. In each of the other provinces the locals were numbered in tens or fewer.

In reference to an act passed by the General Assembly of Nova Scotia relating to the registration of motor vehicles and their use of public highways, the *LABOUR GAZETTE* said: "The speed limit is fixed at one mile in eight minutes in cities, towns or villages where the territory contiguous to the highway is closely built up, or a rate of one mile in five minutes elsewhere in cities, towns, and villages. Outside of cities, the limit is placed at one mile in four minutes."



# INTERNATIONAL LABOUR ORGANIZATION

## Canada's Worker Delegate Speaks

Claude Jodoin, elected a Vice-president of 40th International Labour Conference, outlines Canadian Labour's attitude towards automation

Canadian Labour's attitude towards automation was outlined to the 40th ILO General Conference at Geneva by CLC President Claude Jodoin, following his election as vice-president representing workers of the world body. Mr. Jodoin was also appointed workers' member on the Selection Committee.

The Rt. Hon. Harold Edward Holt, Minister of Labour and National Service of the Commonwealth of Australia, was elected president of the Conference, which at press time was still in session.

The conference was opened by the chairman of the ILO Governing Body, Sir Guildhaume Myrddin-Evans, who told the Conference:

"Ten years ago, in June 1947, I had the honour, as Chairman of the Governing Body, of opening the first session of the International Labour Conference to be held in Geneva after the Second World War. It does not fall to many of us to open the International Labour Conference even once, and you will not be surprised therefore if, in opening its 40th Session, I feel touched and grateful that I should be experiencing this honour for the fourth time..."

In his presidential address to the Conference, Mr. Holt said:

"... In a world of active commercial competition for trade, poor standards in any one country weaken the prospects of better standards in another. Few nations can insulate themselves against what is happening in other countries. The work of this organization, therefore, can not only benefit those countries whose living standards are comparatively low or which are still in their industrial infancy and now stand on the threshold of growth, but can also help other more advanced countries, as the levels of the lowest in the industrial scale are raised, to press on to even higher standards of their own..."

In his address, Mr. Jodoin told the Conference:

"Our Congress represents over one million Canadian workers and we must of necessity be concerned primarily with the effects which automation and other technological developments will have on the well-being of our members. What will automation do to jobs? Will employment conditions improve? Will the standard of living go up? These are the questions which must be answered before we can properly evaluate the effects of automation.

"As a trade union congress representing the wage earners of our country we cannot consider merely the impersonal and over-all effects of any new technological trend. The short-range effects of such changes on specific groups of workers in a given situation, their regional and local implications, are to us as important as the long-range national and international effects..."

"Approaching the question of automation from this point of view, we in Canada are still unable at the present moment to arrive at any definite conclusions. After all, we are only witnessing the beginning of a trend and not its full bloom. From a recent study which our research department conducted among our affiliated organizations, it is safe to conclude that automation has not yet hit our membership to any appreciable degree, that it has so far little or no adverse effect on total employment in Canadian industries, although there have been some problems of displacement. We must, of course, remember that these changes have taken place during a period of unprecedented economic expansion. I am pretty certain that their effects during a period of declining economy would have produced an altogether different picture.

"We are, of course, fascinated by the almost magic-like aspects of automation and the use of atomic energy for peaceful

purposes and fully share the hopes of mankind for its beneficial potentialities. We must, however, at the same time do our utmost to protect the legitimate interests of those wage earners who will be the first to be affected by this newly developing trend. Consequently, we are advising our affiliated organizations to meet the challenge of automation in the following way:

"Press for higher wages, for a shorter hour week, for longer vacations and more statutory holidays; demand better pensions, higher unemployment insurance benefits, higher old-age security and family allowance payments, the guaranteed annual wage; request more and better professional and technological education and the training and retraining of the existing labour force.

"We are also urging our own government to follow the right monetary, tax, tariff and investment policies. It is our sincere hope that it will show the necessary vision and courage to implement these recommendations.

"Only by pursuing these policies can we ensure that automation and atomic energy for peaceful purposes will benefit the populations of the world. It would indeed be a major tragedy if the great and wonderful opportunity afforded by the new technological revolution should benefit only the few and bring suffering to an important sector of the world's producers.

"In the present transitional stage, when automation is still in its infancy in many fields, there is also the need for the proper collection, correlation and sifting of data and information pertaining to the effects of automation on our daily lives. The ILO can play a vital role here. Unfortunately, our own resources, as a trade union organization, are too limited to conduct serious research in this field. We have, therefore, asked our own Government to 'establish a national advisory commission on technical change and automation through which the Government may obtain advice and assistance from those directly concerned in an effort to develop plans for meeting this new problem without resulting in dislocation and unemployment'.

"In view of the divided jurisdiction in the field of industrial relations which prevails in Canada, it would be advisable that this national advisory commission which we are proposing should be a joint federal-provincial undertaking. We of the Canadian labour movement stand ready to co-operate with such a commission in every way possible.

"Turning to the activities of the ILO during the period of 1956-57, we are particularly pleased by the renewed interest

which the ILO has shown in the field of labour-management relations. We fully agree with the Director-General that 'automation and industrial use of atomic energy foreshadow profound changes in labour-management relations'. Neither have we any quarrel with the statement that the 'establishment of an atmosphere of confidence in relations between labour and management is perhaps more important than ever before'.

The CLC believes "that freedom of association, democratically controlled trade unions, and an atmosphere of give and take, are essential to proper labour-management relations. Free collective bargaining, unhampered by compulsory government arbitration, is the best guarantee for the creation of a climate of opinion in which industrial peace can prevail."

Mr. Jodoin welcomed the recent launching by the ILO of "a program intended to give the workers of the whole world objective information on the facts and problems which we have to face". He urged the Governing Body to do everything within its power to enable the ILO not only to continue but also to intensify its activities in the field of workers' education.

Speaking on human rights, which he said was of particular interest to the Canadian labour movement, the CLC President said: "To us, forced labour, slave camps, concentration camps, and all other forms of forceful extraction of labour, are incompatible with the normal functions of human existence."

Turning to discrimination in the field of employment and occupations, which is scheduled for discussion at the Conference, Mr. Jodoin said that Canadian Labour was "very happy that today our federal Parliament as well as six out of the 10 provincial legislatures have enacted laws banning discrimination in employment on account of race, religion or national origin."

He pointed out, however, "that although we consider that legislation has been an extremely important weapon for the protection of human rights, we do not feel that it gives complete protection. It must be accompanied by a process of education, conciliation and investigation."

In conclusion Mr. Jodoin said that the workers of Canada were wholeheartedly behind the ILO and its activities. "We are particularly interested in its tripartite character and its earnest desire to assist whenever possible in the raising of the standards of living, the degree of comfort and the level of education of the working people of the world."

While some of the participating organizations in the ILO would like more emphasis placed on the non-treaty and non-legislative features of the organization's work and others would want the ILO to cover ever wider fields of legislative conventions, recommendations and resolutions, "we of the CLC fail to see any basic conflicts in the terms of reference of the ILO. We place a great deal of value on conventions, recommendations and resolutions which are adopted by the conference," he said.

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## Morse Given 5-Year Extension as ILO Director-General

David A. Morse—who was nearing the end of a ten-year term as Director-General of the International Labour Organization—has been unanimously given a five-year extension by the ILO's 40-member Governing Body.

The employer, worker and government members of the ILO executive board gave Mr. Morse, an American, an extension to date from the expiration of his original ten-year term in 1958. Mr. Morse accepted the renewal.

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"It would be too much to expect that all these decisions would bear immediate and concrete results; but, surely, the very fact that these problems, vital to mankind, are being discussed in this international arena, in a spirit of give and take, and that certain standards of behaviour are being worked out which can serve as a yardstick for the individual governments in the preparation of their own legislation, is in itself an important contribution."

Prior to doing so the Governing Body changed the existing regulations and thus made such action possible.

Under the changed regulations, which were adopted unanimously with one abstention, the mandate of an ILO director-general may be renewed every five years after an initial ten-year period. Formerly, the initial ten-year term could be renewed only for a single three-year term.

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## Douglas M. Young To Head ILO's Canada Branch



**Douglas M. Young**

Douglas M. Young of Toronto, chief of the Personnel Division of the International Labour Organization since 1952 (L.G., Jan. 1953, p. 51), has been appointed director of ILO's Canadian branch office at Ottawa, effective September 1.

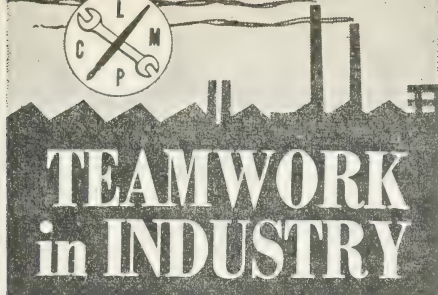
Mr. Young succeeds V. C. Phelan, who died in the Capital on May 6, after having filled the post from 1949.

Born in Toronto in 1912, Mr. Young formerly was personnel director of Lever Brothers, Canada; chairman of the Canadian Manufacturers' Association Committee on Old Age Pensions; a member of CMA's Industrial Relations Committee; and President of the Personnel Association of Toronto.

Announcement of Mr. Young's new appointment was made at Geneva by David A. Morse, ILO Director-General.

Mr. Young, who attended Toronto University and Queen's University at Kingston, is married and has one daughter. In his present post he supervises a staff of 800.





Formation of a labour-management committee at the Saguenay-Kitimat Company's project at Kitimat, B.C., was recently announced. An article appearing in *The Sagimat*, employee publication at the project, said: "The first meeting of the newly-formed labour-management committee was held recently. Present at the meeting were the 10 members of the committee and 10 'guests'.

### Purpose of Committee

"The purpose of the labour-management committee is to discuss problems the solution of which would bring benefits to both labour and management. Problems of safety, inefficiency, absenteeism, changes in policy, etc., are examples of these problems. Following some discussion it was generally agreed that the committee should not concern itself with grievances which could and should be handled under the terms of collective labour agreements. Rather the committee should concern itself with matters that are liable to become grievances, and before they become grievances."

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Two production suggestions received through the labour-management committee at Eastern Steel Products Limited in Preston, Ont., have resulted in increased efficiency on one production suggestion—to use an ejector on a forming die—has resulted in a 50-per-cent saving in labour costs. Previous to this installation it was necessary for the operator to stop work to remove each finished piece from the die. With the ejector pins installed the finished pieces are automatically pushed off.

The second recommendation was for the use of heavy paper bags for shipping hardware rather than using jute bags. Previous to the introduction of this method all small hardware parts were packed in jute bags. Some of these were shipped directly but the majority were placed inside another bag or wooden crate. Now all hardware shipped inside another container is packed in paper bags. The estimated saving on a normal order of bags with the new method is more than \$100.

## C.N.R. Union-Management Committees

The annual meetings of the System Committees Union-Management Co-operative Movement, Motive Power and Car Equipment Department, and the Maintenance of Way Department, Canadian National Railways, were held in Montreal recently. Union and management officials from all parts of the Canadian National System attended the meetings.

The annual report of union-management committees in the Motive Power and Car Equipment Department showed that there were 80 joint committees operating in the department. These 80 committees held a total of 730 meetings during the year and discussed 1,158 different items concerning the department's work. Of the items discussed, 890 recommendations were accepted and put into operation by management, 38 were dropped, 11 deferred and 219 are pending for final decision.

The annual report of the Maintenance of Way Department showed that there were 40 joint committees in operation and these held 166 meetings during 1956. A total of 656 new items were discussed during the year, as well as 633 items carried forward from 1955. Of these 656 new recommendations, 419 were adopted, 127 dropped, eight deferred and 102 are pending.

Speaking on behalf of the employees, General Chairman C. Smith, of the Brotherhood of Maintenance of Way Employees, said: "We will not accept that management is interested only in buying machinery as a means of depriving maintenance of way employees of their livelihood. We must accept the fact that mechanization is also forced on the railways as a means of preservation of the industry." He described the system committee meeting as a clearing house for the ideas and recommendations of other committees and said that these had an influence on management policy decisions.

Establishment of Labour-Management Production Committees (LMPC's) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPC's, the Service provides publicity aids in the form of booklets, films and posters.

# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for four days during May. The Board issued 15 certificates designating bargaining agents, ordered three representation votes, and rejected three applications for certification. The Board also granted one application for a provision for the final settlement of differences concerning the meaning or violation of a collective agreement. During the month the Board received 26 applications for certification, allowed the withdrawal of five applications for certification, received six applications for provisions for the final settlement of differences concerning the meaning or violation of collective agreements, and one application for revocation of certification. In addition the Board issued one new certificate following a request for review of an earlier decision, and gave a decision concerning the termination of an agreement under Section 20 of the Act, both cases being received during the month.

### Applications for Certification Granted

1. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by the National Harbours Board in its Fleet Department in the Port of Montreal, aboard the tugs *Sir Hugh Allan* and *Glenkeen*, *Floating Crane No. 1*, *Launch Messenger No. IV*, *Floating Derrick No. 3*, and *Floating Derrick No. 6* (L.G., June, p. 710).

2. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by Imperial Oil Limited in its British Columbia Marketing Division, aboard the motor vessels *Imperial Nanaimo* and *Imperial Namu*, and *Barge No. 10* (L.G., June, p. 710).

3. Warehousemen and Miscellaneous Drivers' Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of city and highway drivers, helpers and dock workers employed by Deluxe

Transportation Limited, in the transportation of freight in and out of North Bay, Sudbury, and Toronto, Ont., and Montreal, Que. (L.G., June, p. 710).

4. National Catholic Syndicate of Longshoremen of Sorel, Inc., on behalf of a unit of maintenance employees of the Sorel Dock and Stevedoring Co. Ltd., Sorel, Que. (L.G., June, p. 711).

5. Oil, Chemical and Atomic Workers International Union, on behalf of a unit of certain technical employees of Polymer Corporation Limited, Sarnia, in its Technical Division and Research and Development Division (L.G., June, p. 711).

6. National Association of Broadcast Employees and Technicians, Local 64, on behalf of a unit of office employees of the Newfoundland Broadcasting Co. Ltd., St. John's, Nfld. (L.G., June, p. 711).

7. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian Pacific Railway Company employed in the office of its Data Centre, Vancouver (L.G., June, p. 712).

8. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian Pacific Railway Company employed in the office of its Data Centre, Winnipeg (L.G. June, p. 712).

9. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian Pacific Railway Company employed in the office of its Data Centre, Moose Jaw (L.G., June, p. 712).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

10. International Longshoremen's Association, Ind., on behalf of a unit of longshoremen employed by Terminal Warehouses Limited, Toronto (See below).

11. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers, classified as first, second, and third mate, employed by The Reoch Steamship Company, Limited, Montreal, aboard the SS *Brookdale* and SS *Forestdale* (See below).

12. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers, classified as first, second, and third mate, employed by Reoch Transports Limited, Montreal, aboard the SS *Willowdale* (See below).

13. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers classified as first, and second mate, employed by The Owen Sound Transportation

Co., Limited, Owen Sound, Ont., aboard the vessels *Norgoma*, *Normac*, and *Norisle* (See below).

14. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers classified as first, second, and third mate, employed by Branch Lines Limited, Sorel, Que., aboard the tugs *Claire Simard* and *Louise Simard* (See below).

15. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers, classified as first, second, and third mate, employed by Northwest Steamships Limited, Toronto, aboard the SS *A. A. Hudson* and SS *Superior* (See below).

### Representation Votes Ordered

1. United Steelworkers of America, applicant and intervener, International Union of Mine, Mill and Smelter Workers, applicant

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings:

(1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



and intervener, and Northspan Uranium Mines Limited in the Improvement District of Elliot Lake, Ont., respondent. The Board directed that the voting unit comprise all employees employed by the respondent, excluding shift bosses, foremen, head sampler, persons above the rank of shift boss or foreman, office staff, geological and engineering staff, head assayer, guards, stationary engineers (first, second, third, and fourth class), boiler room helpers and students hired for the summer vacation period, with the names of both unions on the ballot (L.G., June, p. 711) (Returning Officer: A. B. Whitfield).

2. United Steelworkers of America, applicant and intervener, International Union of Operating Engineers, Local 796, applicant and intervener, and Northspan Uranium Mines Limited in the Improvement District of Elliot Lake, Ont. The Board directed that the voting unit comprise employees employed by the respondent classified as stationary engineer (first, second, third, and fourth class), and boiler room helper, excluding the chief engineer, power plant operators, diesel operator, and compressor operators, with the names of both unions on the ballot (L.G., June, p. 711) (Returning Officer: A. B. Whitfield).

3. Canadian Merchant Service Guild, Inc., applicant, and Bayswater Shipping Limited, Brockville, Ont., respondent, with the voting unit to comprise deck officers classified as first, second, and third officer aboard the SS *Bayanna*, SS *George S. Cleet*, and SS *Bayquinte* (See below) (Returning Officer: C. E. Poirier).

### Applications for Certification Rejected

1. Seafarers' International Union of North America, Canadian District, applicant, and Imperial Oil Limited, Marine Division (West Coast Service) Vancouver, respondent, MV *Imperial Vancouver* (L.G., June, p. 710). The application was rejected for the reason that it was not supported by a majority of the employees affected.

2. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Husband Transport Limited, Montreal, respondent (L.G., June, p. 710). The application was rejected because it was not supported by a majority of the employees affected.

3. Canadian Workers' Association of Dredges and Tugs, applicant, Marine Industries Limited, Montreal, respondent, Seafarers' International Union of North America, Canadian District, intervener, and the International Union of Operating En-

gineers, intervener (L.G., June, p. 711). The application was rejected for the reason that the organizing of the unlicensed employees by the applicant in the dredging division of the respondent had been wrongfully influenced by company representatives.

### Application under Sec. 19 of Act Granted

The Board granted an application for a provision for the final settlement of differences concerning the meaning or violation of a collective agreement affecting the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local No. 31, Vancouver, applicant, and Sabre Freight Lines Limited, Windsor, Ont., respondent. The Board's decision was made under Section 19 of the Industrial Relations and Disputes Investigation Act, which provides that every collective agreement shall contain a provision for the final settlement without stoppage of work of all differences between the parties to the agreement concerning its meaning or violation and that, where an agreement does not contain the required provision, the Board shall, upon application by either party to the agreement, prescribe such a provision (L.G., May, p. 572).

### Request for Review of Decision Granted

Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Hill the Mover (Canada) Limited, Montreal, respondent, and Hill the Mover (Que.) Ltd., Montreal, respondent. The union was certified by the Board in November 1956 as the bargaining agent for a similar unit of employees of Hill the Mover (Canada) Limited, Montreal, but when the employer became Hill the Mover (Que.) Ltd., the union made a request to the Board pursuant to Section 61 (2) of the Act for a review of its decision and following consideration of the request the Board issued a new certificate with respect to a unit of employees of Hill the Mover (Que.) Ltd. (request received during the month).

### Request for Consent to Terminate Collective Agreement within One Year

Grain Workers' Union Local 333, of the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America and the Saskatchewan Wheat Pool, Terminal Elevator Division, Vancouver, joint applicants. In giving decision, the Board stated that Section 20 of the Act provides that every agreement shall, if for a term of less than one year, be

deemed to be for a term of one year from its operative date and cannot be terminated by the parties within a year except as provided by Section 10 of the Act or with the consent of the Board, and that Section 20 does not permit the Board to grant consent to the making of agreements of less than one year's duration. The Board stated, however, that when the proposed agreement has been signed for a term that meets the provisions of Section 20, the parties may apply for the consent of the Board to the termination of the agreement at the desired time (request received during the month).

### Applications for Certification Received

1. International Longshoremen's Association (ind.) on behalf of a unit of longshoremen employed by Eastern Canada Stevedoring Co. Ltd., Toronto (Investigating Officer: F. J. Ainsborough) (see "Applications Withdrawn", Item 3).

2. International Longshoremen's Association, Ind., on behalf of a unit of longshoremen employed by Cullen Stevedoring Company Limited, Toronto (Investigating Officer: F. J. Ainsborough) (see "Applications Withdrawn", Item 4).

3. International Longshoremen's Association, Ind., on behalf of a unit of longshoremen employed by Terminal Warehouses Limited, Toronto (Investigating Officer: F. J. Ainsborough (See above).

4. Sherbrooke Printing Trades Syndicate, Inc., on behalf of a unit of employees of The Tribune Limited, Sherbrooke, Que. (CHLT-TV) (Investigating Officer: R. Duquette) (See below).

5. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed by The Reoch Steamship Company Limited, Montreal, aboard the SS *Brookdale* and SS *Forestdale* (Investigating Officer: C. E. Poirier) (See above).

6. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed by Reoch Transports Limited, Montreal, aboard the SS *Willowdale* (Investigating Officer: C. E. Poirier) (See above).

7. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed by The Owen Sound Transportation Co., Limited, Owen Sound, Ont., aboard the vessels *Norgoma*, *Normac* and *Norisle* (Investigating Officer: C. E. Poirier) (See above).

8. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed by Branch Lines Limited, Montreal, aboard the tugs *Claire Simard* and *Louise Simard* (Investigating Officer: C. E. Poirier) (See above).

9. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed by Northwest Steamships Limited, Toronto, aboard the SS *A. A. Hudson* and SS *Superior* (Investigating Officer: C. E. Poirier) (See above).

10. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed by Bayswater Shipping Limited, Brockville, Ont., aboard the SS *Bayanna*, SS *George S. Cleet*, and SS *Bayquinte* (Investigating Officer: C. E. Poirier) (See above).

11. International Union of Mine, Mill and Smelter Workers, on behalf of a unit of employees of the National Harbours Board, Port Colborne, Ont. (Investigating Officer: F. J. Ainsborough).

12. Building Service Employees' International Union, Local 298, on behalf of a unit of building service employees employed by Northern Cleaning Agencies, Inc., Montreal (Investigating Officer: C. E. Poirier).

13. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed by The Lake Erie Navigation Co., Limited, Walkerville, Ont., aboard the Steamer *Alexander Leslie* (Investigating Officer: C. E. Poirier).

14. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed by the Abitibi Power & Paper Company, Limited, Port Arthur, Ont., aboard the tugs *Kam*, *Nipigon*, *Orient Bay*, *Abitibi*, and *Maggie* (Investigating Officer: C. E. Poirier).

15. General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Norton Motor Lines Limited, Stoney Creek, Ont. (Investigating Officer: J. S. Gunn).

16. International Union of Mine, Mill and Smelter Workers, on behalf of a unit of employees of Pronto Uranium Mines Limited, Algoma Mills, Ont. (Investigating Officer: A. B. Whitfield).

17. International Union of Operating Engineers, Local 796, on behalf of a unit of stationary engineers and stationary engineers' helpers employed by Pronto Uranium Mines Limited, Algoma Mills, Ont. (Investigating Officer: A. B. Whitfield).

18. International Union of Operating Engineers, Local 796, on behalf of a unit of stationary engineers and stationary engineers' helpers employed by Algoma Uranium Mines Limited, District of Algoma, Ont. (Investigating Officer: A. B. Whitfield).

19. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel and pilots employed by the Northern Transportation Company Limited, Edmonton (Investigating Officer: D. S. Tysoe).

20. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel and pilots employed by the Yellowknife Transportation Company Limited, Edmonton (Investigating Officer: D. S. Tysoe).

21. International Longshoremen's Association, Ltd., on behalf of a unit of Longshoremen employed by the Eastern Canada Stevedoring Co. Ltd., Toronto (Investigating Officer: F. J. Ainsborough).

22. International Longshoremen's Association, Ind., on behalf of a unit of longshoremen employed by the Cullen Stevedoring Company Limited, Toronto (Investigating Officer: F. J. Ainsborough).

23. International Brotherhood of Longshoremen, Local 1817, on behalf of a unit of longshoremen employed by Caledon Terminals Limited, Hamilton (Investigating Officer: F. J. Ainsborough).

24. International Brotherhood of Longshoremen, Local 1817, on behalf of a unit of longshoremen employed by the Hamilton Shipping Company, Limited, Hamilton (Investigating Officer: F. J. Ainsborough).

25. International Brotherhood of Longshoremen, Local 1817, on behalf of a unit of longshoremen employed by Yorkwood Shipping & Trading Co. Ltd., Hamilton (Investigating Officer: F. J. Ainsborough).

26. Canadian Dyno Employees' Association on behalf of a unit of employees of Canadian Dyno Mines Limited, Bancroft, Ont. (Investigating Officer: A. B. Whitfield).

### Applications for Certification Withdrawn

1. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and the Canadian Pacific Railway Company, respondent (Office of Data Centre, Calgary) (L.G., June, p. 712).

2. General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Smith Transport Limited, respondent (Winnipeg terminal employees) (L.G., June, p. 712).

3. International Longshoremen's Association, Ind., applicant, and Eastern Canada Stevedoring Co. Ltd., Toronto, respondent (see "Applications Received", Item 1). The application was later resubmitted (see "Applications Received", Item 21).

4. International Longshoremen's Association, Ind., applicant, and Cullen Stevedoring Company Limited, Toronto, respondent (see "Applications Received", Item 2). The application was later resubmitted (see "Applications Received", Item 22).

5. Sherbrooke Printing Trades Syndicate Inc., applicant, and The Tribune Ltd., Sherbrooke, Que., respondent (See above).

### Application for Revocation of Certification

During May, the Board received an application for revocation of certification affecting Fred McShane, N. H. Treanor, J. McCrie and L. Rampen, applicants, the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, respondent, and the Canadian Broadcasting Corporation, respondent. The application was for revocation of the certification issued by the Board August 6, 1953, to the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada in respect of a unit of employees of the Canadian Broadcasting Corporation (L.G. 1953, p. 1473).

### Applications Received for Provision for Final Settlement of Differences Concerning Meaning or Violation of Agreement

1. The New York Central Railroad Company, applicant, and the Brotherhood of Locomotive Firemen and Enginemen, respondent (engineers).

2. The New York Central Railroad Company, applicant, and the Brotherhood of Locomotive Firemen and Enginemen, respondent (firemen, helpers on electric locomotives, hostlers and hostler helpers).

3. The New York Central Railroad Company, applicant, and the Brotherhood of Railroad Trainmen, respondent (conductors, on road service).

4. The New York Central Railroad Company, applicant, and the Brotherhood of Railroad Trainmen, respondent (trainmen on road service).

5. The New York Central Railroad Company, applicant, and the Brotherhood of Railroad Trainmen, respondent (conductors, trainmen and switch tenders in yard service).

6. Association of Atomic Energy Technicians and Draftsmen, Local 165, of the American Federation of Technical Engineers, applicant, and Atomic Energy of Canada Limited, Chalk River, Ont., respondent.



# Conciliation and Other Proceedings

## before the Minister of Labour

### Conciliation Officers Appointed

During May, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Bicroft Uranium Mines Limited and United Steelworkers of America (Conciliation Officer: F. J. Ainsborough).

2. Maple Leaf Milling Company Limited, Medicine Hat, and United Packinghouse Workers of America, Local 511 (Conciliation Officer: J. S. Gunn).

3. Ogilvie Flour Mills Company Limited, Edmonton, and United Packinghouse Workers of America, Local 396 (Conciliation Officer: J. S. Gunn).

4. Ogilvie Flour Mills Company Limited, Medicine Hat, and United Packinghouse Workers of America, Local 511 (Conciliation Officer: J. S. Gunn).

5. Ogilvie Flour Mills Company Limited, Winnipeg, and United Packinghouse Workers of America, Local 520 (Conciliation Officer: J. S. Gunn).

6. Trans-Canada Air Lines Limited and Trans Oceanic Lodge 1751, International Association of Machinists (Conciliation Officer: R. Trepanier).

7. Canadian National Railways (Canadian National Newfoundland Steamship Services) and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: R. Duquette).

8. Greyhawk Uranium Mines Limited and International Union of Mine, Mill and Smelter Workers (Conciliation Officer: F. J. Ainsborough).

9. Canadian Broadcasting Corporation and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: F. J. Ainsborough).

10. Commercial Cable Company and Seafarers' International Union of North America (Conciliation Officer: R. Duquette).

11. Canadian Pacific Air Lines Limited and International Association of Machinists, Canadian Airways Lodge 764 (Conciliation Officer: G. R. Currie).

### Settlements Reported by Conciliation Officers

1. Radio Station CKVL, Verdun, and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. Duquette) (L.G., June, p. 712).

2. Canadian National Hotels Limited (Chateau Laurier Hotel, Ottawa), and Journeymen Barbers, Hairdressers, Cosmetologists and Proprietors International Union of America (Conciliation Officer: Bernard Wilson) (L.G., June, p. 712).

3. Motorways (Quebec) Limited, Montreal, and Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: R. Duquette) (L.G., June, p. 712).

4. Maple Leaf Milling Company Limited, St. Boniface, and United Packinghouse Workers of America, Local 534 (Conciliation Officer: J. S. Gunn) (L.G., June, p. 713).

5. Western Canadian Greyhound Lines Limited, Calgary, and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Local 1374 (Conciliation Officer: D. S. Tysoe) (L.G., April, p. 453).

### Conciliation Boards Fully Constituted

The Board of Conciliation and Investigation established in April to deal with matters in dispute between Consolidated Denison Mines Limited, Spragge, and International Union of Operating Engineers, Local 796 (L.G., June, p. 713) was fully established in May with the appointment of Eric G. Taylor, as Chairman. Mr. Taylor was appointed by the Minister on the joint recommendation of the other two members, R. V. Hicks, QC, and Kenneth Woodsworth, both of Toronto, who were previously appointed on the nomination of the company and union respectively.

### Board Report Received during Month

Canadian National Railways (Niagara, St. Catharines and Toronto Railway and Oshawa Electric Railway) and Brotherhood of Railroad Trainmen (L.G., Jan., p. 63). The text of the report is reproduced below.

# Report of Board in Dispute between

## Canadian National Railways (Niagara, St. Catharines and Toronto Railway, and the Oshawa Electric Railway) and Brotherhood of Railroad Trainmen

Your Board of Conciliation consisting of His Honour Judge J. C. Anderson, Chairman; Mr. R. V. Hicks, QC, Company Nominee, and the Honourable Arthur W. Roebuck, QC, Union Nominee, appointed on or about the 19th day of December, 1956, met with the parties in Toronto on February 9, 1957, and in Ottawa on March 1, 1957, and heard the full submissions of both of the parties with respect to the issues in dispute.

At these meetings, the Brotherhood of Railroad Trainmen was represented as follows:

A. J. Kelly, Chairman—Deputy President,  
L. C. Malone—Vice-President,  
C. W. Stanley—Statistician,  
E. Post—Chairman, N.St.C. & T. Railway,  
W. T. McLean—Chairman, O.E. Railway,  
C. W. Stanley—Statistician.

The Railways were represented by the following:

T. A. Johnstone—Manager, Labour Relations, Montreal,  
E. K. House—Employee Relations Assistant, Montreal,  
J. C. Munro—Labour Relations Assistant, Montreal,  
E. C. Arkell—Labour Relations Assistant, Montreal,  
D. McGrath—Schedule Analyst, Montreal,  
G. S. Young—Regional Supervisor, Wage Bureau, Toronto,

J. Smith—Superintendent, Oshawa Railway, Oshawa,

V. Snell—Trainmaster, N.S. & T. Ry., St. Catharines,

H. Bloomfield—Employees Relations Officer, Toronto.

Originally, the union's requests for a revision of the agreement covering wages and working conditions of the employees represented by the Brotherhood of Railroad Trainmen, were as follows:

1. That all wage rates, however established, applicable to miles, hours, overtime, arbitraries and special allowances be increased by thirty per cent (30%) effective April 1, 1956.

2. That vacation with pay agreements be revised where necessary, to insure vacations without loss of earnings.

Negotiations were, by common consent, delayed until settlement of the collective bargaining contract between the two major railways in Canada and the Brotherhood. After these contracts were settled, conferences were again held between the parties, at which the union put forward their request for amendment to the collective bargaining agreement in the following words:

As a basis of discussion, we submit that the rates and conditions applicable to the respective employee classifications on the Canadian National Railway, Central Region, be extended in application to comparable classes of employees represented in these negotiations.

However, the management was of the view that as electric motor power was generally used, wage adjustments must be determined by comparison with rates paid on so-called electric railways, where the duties and responsibilities and working conditions were, according to the railways' view, quite different than those prevailing in yard service on the main line railways.

After the parties had made their full submissions, the Board attempted to conciliate the issues, but at the conclusion of the Board's efforts, the parties still maintained their original position with relation to the Union's request that the standard rates as in effect on the Canadian National Railways for comparable employee classifications be granted to employees on the Niagara, St. Catharines and Toronto Railway and the Oshawa Electric Railway.

During May, the Minister of Labour received the report of the Board of Conciliation appointed to deal with matters in dispute between the Canadian National Railways (Niagara, St. Catharines and Toronto Railway, and the Oshawa Electric Railway), and the Brotherhood of Railroad Trainmen. The dispute affects about 70 employees.

The Board was under the chairmanship of His Honour Judge J. C. Anderson, Belleville, Ont., who was appointed by the Minister on the Joint recommendation of the other two members, R. V. Hicks, QC, and the Hon. A. W. Roebuck, both of Toronto, nominees of the company and Brotherhood respectively.

The Chairman and the members representing the company and the Brotherhood signed separate reports.

The text of the recommendations is reproduced here.

This dispute concerns three agreements:

(a) Conductors, Motormen, Brakemen and Trolleyman—Oshawa Railway Company.

(b) Yardmasters—Oshawa Railway Company.

(c) Conductors and Brakemen—Niagara, St. Catharines and Toronto Railway Company.

And on the Oshawa Railway, it involves the following employees: 8 Conductors; 18 Brakemen; 8 Motormen; 8 Polemen and 2 Yardmasters. On the Niagara, St. Catharines and Toronto Railways, it involves 8 Conductors and 18 Brakemen.

The Oshawa Electric Railway consists of a system of yards and trackage in and about the City of Oshawa. Electric locomotives are used except at the South Plant of the General Motors Corporation, where there are three diesel units used; and the Canadian Pacific Railway also uses diesel locomotives on the trackage at the South Plant of the General Motors Corporation.

The Niagara, St. Catharines and Toronto Railway consists of a system of yards and trackage extending from Port Dalhousie through St. Catharines to Port Colborne, a total of about 72 miles, consisting of about 40 miles of main track and 32 miles of sidings and industrial trackage. All electric engines, with weights up to 60 tons, provide the motor power on this road.

On steam railways there are three types of switching performed in yards; train switching, transfer service and industrial switching, and it is the company's contentions that train switching is not done on the Oshawa Railway and that the greater portion of the work performed on the Niagara, St. Catharines and Toronto Railway is industrial switching. Both railways operate through and across city streets and necessarily move slowly. It is the Company's contention that on these railways, switching and transfer operations require more crews to handle fewer cars, than would be the case on steam railways. This statement is challenged by the union.

The company says that the capacity of electric locomotives used on these electric railways is less than the switching locomotives on the main lines of the Canadian National Railways, but the union says that the work performed, and not the type of motor power, should govern the pay.

The company submits that electric railways have always been recognized as being different and distinct from steam railways, and that for many years agreements covering rates of pay on the electric lines have been considerably lower than those on the main railways, because their duties are

comparatively light, due to shorter trains and fewer cars handled per shift. This, of course, the union denies, saying that the work load is comparable to that on the main railways, and that its membership switches the same freight cars, uses the same signals and signal equipment and performs in an eight-hour shift a volume of work that is comparable to that performed in the Canadian National yard service.

The company also contends that the motormen do not require the same training and skill as that required by the engineer on the steam railways, and that a motorman in order to qualify as such need only attain sufficient knowledge to operate an electric locomotive, and that the standard series of examinations on the operation of a diesel locomotive is not required; but if he is operating a diesel locomotive at the General Motors South Plant, a motorman must merely satisfy a Canadian National Railway Road Foreman of Engines or Master Mechanic before he is assigned to one.

On the other hand, the union says that since, by seniority, their membership is confined to the operation of the locomotives that the Oshawa Railway and the Niagara, St. Catharines and Toronto Railway have, but that they could and would become qualified on other types of locomotives if they were used.

The Railway contends that there is no justification for according employees on the Oshawa and Niagara, St. Catharines and Toronto Railways more favorable treatment than employees on the Lake Erie and Northern Railway, which settled their contract on identical terms with that reached on the CNR, but maintaining the long-existing differential between electric and steam line rates.

As opposed to this, the union says that the situation on the Lake Erie and Northern Railway is not comparable to that on the two railways represented here, and that the industrial switching and transfer work on these two railways is the same as similar service performed on the parent railway, and that the crews perform service with the parent railway whenever required to do so, thereby working alongside crews that are paid standard rates. And they also point out that the CPR run diesels into the General Motors South property, and their crews are paid standard rates.

In short, the union contends that service, not the power used, should govern and that that justifies the application of standard yard rates and conditions.

Senator Roebuck is of the view that the Brotherhood has made out a good case for parity with the rates paid for similar



classifications on the Canadian National Railways and Mr. Hicks holds a contrary view. The Chairman, while recognizing the union has made many important and valued submissions in support of their request for parity, is of the view that the railway has shown that there are real differences in the kind of work and qualifications required of the employees the union represents, compared to the kind of work and the qualifications of the men in similar classifications on the Canadian National Railways.

The differential between the rates paid on the Oshawa Railway and Niagara, St. Catharines and Toronto Railway and those paid on the Canadian National Railways prior to the recent agreement made with the Brotherhood of Railway Trainmen and the Canadian National Railways, is apparent from a comparison of rates set out immediately below:

OSHAWA RAILWAY N. ST. C. & T. RAILWAY		CANADIAN NATIONAL RAILWAYS			
Current Rates		Prior to Current Rates Apr. 1/56 Rates June 1/57			
Conductor	\$1,808	Foreman	..\$1,925	\$2,060	\$2,156
Brakeman	1,676	Helper	.... 1,785	1,910	1,999
Motorman	1,808	Engineer	.. 1,862	2,011	2,086
Poleman	1,571	Helper (Electric)	1,617	1,747	1,811

From an analysis of these figures, it shows that prior to the recent increase on the Canadian National Railways, the foremen on the CNR received 11.7 cents per hour more than the conductors on these railways. A helper received 10.9 cents per hour more than the brakemen on these railways. The engineer received 5.4 cents per hour more than the motorman on these railways. The helper received 4.6 cents per hour more than the poleman on these railways, and the differential would be increased in the event of the application of the 12-per-cent increase, as suggested by the company, to the current rates on these railways.

It is the Board's view that the parties should endeavour to reach a settlement for the forthcoming contract along the following lines:

1. By granting statutory holidays on the same basis as recently granted to the Canadian National Railways Trainmen.

2. By granting to conductors, brakemen, motormen and polemen a similar money increase in rates per hour as granted to the foremen, helpers, engineers and their helpers in the recent Canadian National Railways contract settlements made with the men in the above classifications.

3. By granting to all employees of the Oshawa Railway and the Niagara, St. Catharines & Toronto Railway, while operating on diesel engines, increases that

would generally result in comparable rates being paid in comparable classifications to those rates paid or agreed to be paid on the Canadian National Railways in their current contracts.

4. And in addition thereto, the Oshawa Electric and Niagara, St. Catharines & Toronto Railways should consider granting, and the union should consider accepting, upward adjustments at some date in the future, but within the term of the forthcoming contract, in the hourly rate paid to conductors and brakemen, so that the differential in hourly rates that conductors and brakemen would receive as compared with the hourly rates paid foremen and helpers under the present collective agreement with the Canadian National Railways trainmen would more nearly approximate the differential in hourly rate paid to motormen on the Oshawa Electric and Niagara, St. Catharines & Toronto Railways and that paid to engineers on the Canadian National Railways prior to April 1, 1956. From a comparison of rates shown above the differential between the hourly rate paid to motormen on the Oshawa Railway and the Niagara, St. Catharines & Toronto Railway, and that paid to engineers on the Canadian National Railways prior to April 1, 1956, was 5 $\frac{4}{10}$ c per hour. If the upward adjustment herein recommended for consideration was made in the hourly rate of conductors and brakemen, it would involve paying to them, in addition to the increases recommended in Paragraphs 1, 2 and 3 above, a further hourly increase in the case of conductors amounting to 6 $\frac{3}{10}$ c per hour and in the case of brakemen, amounting to 5 $\frac{5}{10}$ c per hour.

All of which is respectfully submitted.

Dated at Belleville, Ontario, this 30 day of April, 1957.

(Sgd.) J. C. ANDERSON,  
Chairman.

## REPORT OF COMPANY NOMINEE

I respectfully regret that I cannot concur entirely in the recommendations for settlement proposed by the Chairman, His Honour Judge J. C. Anderson.

The union is, in effect, asking the companies to depart from the principle, which has been firmly established since 1942, whereby the same general wage increases have been accepted as those received by the yardmen on the Canadian National Railways.

In my opinion, the union has not advanced any reason supported by any evidence to justify its demand that this long-established differential between electric and steam line rates should be reduced,

if not eliminated entirely. Indeed, there is nothing before the Board to indicate that there has been any significant change in the duties and responsibilities of the employees concerned.

The Chairman's report sets forth the reasons advanced on behalf of the Railways as to why such differential should not be altered so that there is no necessity to detail them further here, other than to point out that certain statistics filed by the union in support of its contention that switching assignments compared with those in some of the steam line yards of Canadian National Railways, as well as a statement regarding the switching assignments on certain dates in the Port Colborne yard, were completely refuted by the companies.

Under these circumstances, I concur with and endorse for settlement of these disputes those recommendations numbered 1-3, inclusive, in the Chairman's report, but dissent from that recommendation contained in paragraph numbered 4.

All of which is respectfully submitted.

Dated at Toronto, Ontario, this 18th day of April, 1957.

(Sgd.) R. V. HICKS,  
*Member.*

#### REPORT OF UNION NOMINEE

I have been privileged to read the report of the Chairman herein and regret that I cannot join in his compromise proposal. The issue involved is quite clear and may be simply expressed.

The employees of the Niagara, St. Catharines and Toronto Railway and of the Oshawa Electric Railway, as represented before your Board of Conciliation by the Brotherhood of Railroad Trainmen, submit that they are entitled to rates of pay and other conditions of employment similar to those in effect on the Canadian National Railways Central Region having regard to respective employee classifications. The Canadian National Railways management denies the employees' claim, alleging certain differences in working conditions which they say justified a lesser remuneration. A compromise settlement such as suggested by the Chairman but begs the question, and leaves it for continued future contention.

The two railroads in question are wholly-owned subsidiaries of the Canadian National Railways and in every practical way a part of that railway system. The traffic on the tracks of both railways is almost entirely what is known as industrial switching, that is taking cars to industrial plants for loading and unloading, and returning them again

to the Canadian National Railways main lines for further haulage. Similar work is done by train crews, members of the Brotherhood of Railroad Trainmen, on the main line and branch lines of the Canadian National Railways throughout its entire system and in all parts of Canada. The union therefore insists that as the work done by the various employee classifications is the same in character, and, in effect, for the same employer, the conditions of employment, including rates of pay, hours, holidays and other employee benefits, should be also similar; which they are not.

To this the Canadian National Railways management argues that the power used on the two railroads in question is electric while that on the balance of the Canadian National Railways system is steam and diesel, to which the employees reply that it is the work done and the character of the services rendered that should govern remuneration, not the power which the employer sees fit to use. The work done on the main line and on these two railroads in industrial switching is identical.

The company argues that the industrial switching done on the two electrically powered railroads differs from the standard yard switching, where both passenger and freight trains are both broken up and re-assembled, and this is true, but beside the point, for the pertinent comparison is between industrial switching on the railroads in question and on the balance of the Central Region. Men on the main lines of the great Canadian railroads are not discriminated against in the matter of remuneration when engaged in industrial switching, nor should they be on the subsidiary lines. Management argues that as the railroads in question operate in industrial areas, and frequently cross or traverse city streets, their trains must necessarily travel at slower speeds than do those on the main lines; but, on the other hand, the reason for lesser speed is the need for greater vigilance and caution to avoid the additional hazards to the crew and the public. This might well be advanced as a justification for increased rather than decreased pay. It is said that these crews do not handle as many cars per day as are moved in regular yard service. Of course they do not. Neither of these railroads is a hump yard where they break up and assemble whole trains with a minimum of effort, concentration and hazard, but their record does compare favourably in all other respects—locomotive power, weight of load and number of cars moved—with the record of those engaged in the comparable service of industrial switching on the Central Region generally.

It is argued that the motormen on these trains do not qualify for service as engineers on the Canadian National Railways. If this is so, the rating is purely arbitrary, for the crews on these electrically powered trains qualify in knowledge of the Standard Code of Operating Rules and are experienced in regular railway work and practice. However that may be, these men most assuredly do meet the requirements of the Canadian National Railways management for the services in which they are engaged and dispose of a tonnage equal to that generally handled by the crews of the Canadian National Railways engaged in industrial switching, safely and with skill and efficiency.

Management advances as an argument that it has obtained an agreement with the employees of the Lake Erie and Northern Railways, which is electrically powered, for remuneration at less than parity with standard rates, but it is admitted that conditions are not identical. Management may have been fortunate or the employees generous, but of this your Board Members are uninformed, for the full facts were not disclosed to the Board.

The pertinent facts and arguments were presented to the Board with great ability by Mr. A. J. Kelly, Deputy President and General Agent; Mr. L. C. Malone, Vice-President; and Mr. C. W. Stanley, Statistician, together with Mr. E. Post and Mr. W. T. McLean, Chairmen respectively of the two Brotherhood locals, together with a full reply by Mr. T. A. Johnstone, Manager of the Canadian National Railways Labour Relations, supported by an impressive array of assistants. In the light of the evidence presented, I am of opinion that the claim of the employees represented by the union to parity in remuneration with comparable employee classifications on the Central Region of the Canadian National Railways has been established, and I recommend that standard rates of pay and other benefits be extended to them.

The difference in wage rates complained of are set forth in the following table:

OSHAWA RAILWAY N. ST. C. & T. RAILWAY		CANADIAN NATIONAL RAILWAYS			
	Current Rates		Prior to Current Apr. 1/56 Rates	June 1/57	Rates
Conductor	\$1,808	Foreman	..\$1,925	\$2,060	\$2,156
Brakeman	1,676	Helper	.... 1,785	1,910	1,999
Motorman	1,808	Engineer	.. 1,862	2,011	2,067
Poleman	1,571	Helper (Electric)	1,617	1,747	1,795

The railway management intimated that it is prepared to grant to the represented employees of the Oshawa Railway and the Niagara, St. Catharines and Toronto Railway, the percentage increases and other benefits extended to the comparable classes on the main line, as set forth above, but insisted that percentages of increase must apply to the rates of pay now in effect on railways in question, thus maintaining the differences indicated in the table. In this, in my opinion, the management is in error, and therein lies the sole basis of disagreement.

Were the general principle of parity admitted, I feel sure that the Brotherhood would accept a convenient and reasonable application which was suggested at the hearing, and which is as follows, applicable to all employee classes represented by the Brotherhood of Railroad Trainmen in this dispute:

(1) Effective April 1, 1956, to May 31, 1958, wage rates in effect on March 31, 1956, be increased by seven (7) per cent.

(2) Effective June 1, 1957, to May 31, 1958, wage rates in effect on March 31, 1956, be increased by a further five (5) per cent, being an increase of twelve (12) per cent in all.

(3) Effective June 1, 1958, to the termination of agreement on May 31, 1959, the wage rates applicable to like employee classes on the Canadian National Railways be applied to employees represented by the Brotherhood herein of the Niagara, St. Catharines and Toronto Railway and of the Oshawa Electric Railway.

(4) That payment for statutory holidays as applicable to like employee classes on the Canadian National Railways be applied to employees represented by the Brotherhood herein of the Niagara, St. Catharines and Toronto Railway and of the Oshawa Electric Railway effective as of the date of the agreement in settlement of the within dispute.

It is proposed that the term of the proposed agreement be extended to the 31st of May, 1959, and it will be noted that the desired parity will not be achieved in accordance with this proposal until the 1st of June, 1958.

This I consider a just and reasonable settlement of the within dispute and I urge upon both parties its immediate acceptance.

All of which is respectfully submitted.

Dated at Toronto, this 26th day of April, 1957.

(Sgd.) A. W. ROEBUCK,  
Member.



# LABOUR LAW

## Labour Legislation in Nova Scotia, 1957

Workmen's Compensation Act amended to provide for workmen's counsellor and medical review board. Collective bargaining legislation amended

At its 1957 session, from February 27 to April 12, the Nova Scotia Legislature amended the Workmen's Compensation Act to provide for the appointment of a counsellor to assist an injured workman to present his claim to the Workmen's Compensation Board and to enable the Minister of Labour to establish a medical review board.

An amendment to the Trade Union Act authorizes the Labour Relations Board to state a case in writing for the opinion of the Supreme Court *in banco* upon a question of law. The special legislation governing collective bargaining for teachers was amended to make the establishment of a conciliation commission mandatory at the request of either party to a dispute.

Changes were also made in the legislation dealing with elevators and lifts, vocational education, old age assistance, blind persons' allowances and social assistance.

### Workmen's Compensation

A new provision added to the Workmen's Compensation Act authorizes the Lieutenant-Governor in Council, on the recommendation of the Minister of Labour, to appoint a Workmen's Counsellor to assist an injured workman, at his request, in the preparation of his claim to the Workmen's Compensation Board. The services of a Counsellor are also available to injured workmen under the Acts of British Columbia and Manitoba. The remuneration of the Counsellor is to be fixed by the Lieutenant-Governor in Council and payable out of the Consolidated Revenue Fund.

The amending Act further provides that the Minister may appoint a board of three qualified medical practitioners to review any case where a workman disagrees with the findings of the Board's medical staff, claiming that compensation has been refused on erroneous or incomplete medical grounds or paid at a lower rate or for a shorter period than he was entitled to. No board may be appointed, however, to review a claim which has previously been

referred to a medical referee by the Board. The findings of the board are to be final and must be given effect to by the Board. The remuneration of the members will be fixed by the Minister and paid out of the Accident Fund.

A board of review is also provided for under the Acts of Alberta and British Columbia, although the provisions differ in detail and provision is made for an examination by a medical referee under several of the other Acts.

### Labour Relations

An amendment to the Trade Union Act authorizes the Labour Relations Board of its own motion to state a case in writing for the opinion of the Supreme Court *in banco* upon any question that, in the opinion of the Board, is a question of law. The Court is to hear and determine the question and remit its opinion to the Board. No costs are to be awarded in such a case.

Another new provision forbids any change in working conditions while an application for certification is pending unless agreed to by the employees concerned. The section provides that, where a union has applied for certification, an employer may not increase or decrease rates of wages or alter any other term of employment, without consent by or on behalf of the employees in the unit, before the Board has given its decision or, where the union is certified, before notice to commence collective bargaining has been given.

A further amendment prohibits an employer from increasing, as well as decreasing, wages without the employees' consent after notice to commence collective bargaining has been given by a certified union or after the commencement of negotiations for renewal of an agreement.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

The amendments were proclaimed effective from June 1.

### **Elevators and Lifts**

An amendment to the Elevators and Lifts Act, which was passed last year to provide for the licensing and regulation of passenger and freight elevators and other types of lifts, provides that the Act will come into force from January 1, 1958.

No elevator or lift may be operated unless it is licensed by the Chief Inspector. A further amendment authorizes the Lieutenant-Governor in Council to prescribe the form of such licences and the conditions under which they may be granted, suspended, revoked or transferred, to prohibit the transfer of licences and to prescribe licence fees.

### **Collective Bargaining for Teachers**

Collective bargaining between the Nova Scotia Teachers' Union and school boards has been authorized by the Nova Scotia Teachers' Union Act since 1953 (L.G. 1953, p. 1805). Amendments were made this year to the sections of the Act which provide for the establishment of a conciliation commission when the parties fail to agree on a question of salaries and other conditions of employment.

The amendments make the setting up of a commission mandatory when requested by one of the parties, fix a time limit for the nomination of members, and make provision for an appointment by a judge where a party fails to appoint a member.

The Act provides that, where the parties are unable to agree, either may give notice in writing to the other that it desires the matters in dispute to be referred to a conciliation commission of three persons. The party giving notice is required, when giving notice, to name its nominee and to request that the other party name a person to act on the commission. The amendment requires this person to be appointed and the other party to be notified of the appointment within seven days of receipt of the notice. Similarly, the two parties are now required to appoint the third member, the chairman of the commission, within a seven-day time limit.

If one party fails to appoint a member, the other may apply to a judge of a county court to appoint the member. As before, if the two members fail to appoint the chairman, either party may apply to a judge to make the appointment.

The amendment further provides that the remuneration of the members is to be determined by the Minister of Education

and that the money required is to be paid out of the Consolidated Revenue Fund in the absence of a vote of the Legislature.

The commission is to inquire into the matters in dispute and endeavour to bring about agreement between the parties. The chairman and one other member is to constitute a quorum, but in the absence of a member the other members must not proceed unless the absent member has been given reasonable notice of the sitting. The decision of the majority is to be the decision of the commission and in the event that the votes are equal the chairman has the casting vote. Unless the parties agree otherwise or the Minister otherwise directs, the commission is required to submit a report of its findings and recommendations to the Minister and the parties within one month of the appointment of its chairman.

A new provision states that the recommendations of the commission insofar as they relate to the expenditure of money by a school board are to be considered as recommendations relating to the year for which the board next presents estimates to the city, town or municipal council.

### **Vocational Education**

A new section was added to the Vocational Education Act to provide statutory authority for the Minister of Education to enter into an agreement with the federal or a provincial Government or with a municipality, corporation, association or person relating to the construction, improving, altering, equipping, maintaining and conducting of vocational schools. Since 1945 the federal Government has had agreements with all provinces for the purpose of providing financial assistance towards the building and equipment of vocational schools on the secondary school level.

### **Old Age Assistance and Blind Persons' Allowances**

Amendments were made to the Old Age Assistance Act and the Blind Persons Allowances Act to authorize the Minister of Public Welfare to make agreements with the federal Government providing for payment by the Government of Canada to the Government of Nova Scotia of not less than 50 per cent of allowances paid by the province to the aged and not less than 75 per cent of allowances to the blind. Since the Minister of Finance announced in the budget speech that provision was being made for funds to pay, from July 1, 50 and 75 per cent, respectively, of allowances of up to \$46 a month to the aged and blind, instead of the former amount of \$40, the amendments will enable the

province to enter into new agreements or amend existing agreements to take advantage of the proposed increase.

### **Social Assistance**

Amendments were made to the Social Assistance Act removing some of the restrictions on the payment of allowances.

The Act was passed in 1956 (L.G., 1956, p. 1028) to provide assistance to certain families with children under 16 years where the father has deserted the family for at least a year and his whereabouts are unknown or where he has been committed to prison for two years or longer. An allowance is also payable to a foster parent caring for abandoned children and to a

woman with one or more children who has lived as the common law wife of a man for at least five years immediately preceding his death. The Act is complementary to the Mothers' Allowances Act.

As passed, the Act provided that, in order to qualify for an allowance, a mother whose husband was in prison or had deserted her must have resided in the province at the time of the sentence or desertion and in the case of a common law wife must have been a resident at the time of the death of the father of her children. These qualifications are now repealed. Similarly, an abandoned child for whom an allowance is sought need no longer have been residing in Nova Scotia when he was abandoned in order that the allowance be granted.

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## **Labour Legislation in New Brunswick, 1957**

### **Provincial Legislature makes amendments to Workmen's Compensation Act, Stationary Engineers Act and to mothers' allowances legislation**

The New Brunswick Legislature, which was in session from February 21 to April 12, amended the Workmen's Compensation Act, raising from \$3,000 to \$4,000 the maximum annual earnings on which compensation may be based, and also amended the Stationary Engineers Act and the Mothers' Allowances Act.

#### **Workmen's Compensation**

By an amendment to the Workmen's Compensation Act, the ceiling on earnings for compensation purposes was raised from \$3,000 to \$4,000, effective from January 1, 1958.

By a further amendment a new section was added stipulating that payments in respect of a child are to be made according to the present scale of benefits regardless of the date of the accident which caused the death of the workman, but no payment may be made covering a period prior to January 1, 1957. This section became effective on January 1, 1957.

#### **Stationary Engineers**

The Stationary Engineers Act was amended to change the definition of "boiler horsepower". One boiler horsepower is now equal to 10 square feet of heating surface (instead of 15) in return tubular boilers and to 10 square feet of heating surface (instead of 12) in internally fired boilers.

The amending Act also provided for a new grouping of pressure vessels with respect to inspection fees. There are now four classifications instead of three. For inspection of pressure vessels up to and including 24 inches in diameter the fee is \$3. The fee for pressure vessels that fall within the category of "more than 24 inches up to and including 42 inches" is \$4.50. For those of more than 42 inches up to and including 60 inches, the fee is \$6. For pressure vessels of more than 60 inches in diameter the fee remains \$10.

The Act provides that no employer may employ or keep in his employ for the purpose of operating or having charge of a steam power plant or boiler plant a person who is not a holder of a valid licence. An amendment added the further prohibition that an employer may not permit any person in his employ to operate or take charge of a steam power plant or boiler plant who does not hold a valid licence to do so.

#### **Mothers' Allowances**

An amendment to the Mothers' Allowances Act changed from three years to one year the period of residence required in respect of a child in order to be eligible for the payment of an allowance. Other conditions for eligibility having been complied with, an allowance may now be paid

*(Continued on page 878)*



# Labour Legislation in Saskatchewan, 1957

New wages recovery law passed. Benefits to children increased under workmen's compensation legislation. Minor changes made in other acts

Several of Saskatchewan's labour laws were amended in some respect at the session of the Legislature that began on February 14 and prorogued April 10. A new Wages Recovery Act was passed, bringing the legislation more closely under the jurisdiction of the Department of Labour. Monthly benefits payable to children under the Workmen's Compensation (Accident Fund) Act were raised. Minor changes were made in the laws dealing with hours of work, holidays with pay, minimum wages, industrial standards and school attendance.

## Recovery of Unpaid Wages

A new Wages Recovery Act, which went into effect on July 1, replaces the Act passed in 1951 (L.G. 1951, p. 997).

The Act, like its predecessor, provides a worker with a procedure for collecting unpaid wages by enabling him to make a complaint before a justice of the peace or a police magistrate stating the amount of wages claimed. The magistrate is required to summon the employer before him and, if he finds the complaint to be legitimate, he may discharge the worker from his employment, if the term of service has not expired, and he must order the employer to pay the wages found due, up to a maximum of \$500 (formerly \$400), together with costs. The \$500 limit applies, however, only with respect to an employer to whom the Minimum Wage Act does not apply.

As under the former Act, provision is also made for the collection of wages by Department of Labour inspectors (in the same manner as is provided in the Minimum Wage Act, the Hours of Work Act and the Annual Holidays Act). Under this Act, as under the other Acts named, an inspector is authorized to determine the amount owing and to obtain an agreement in writing between the employer and the employee as to the amount. Where the amount is agreed to, the employer is required to pay it within two days to the Deputy Minister of Labour who in turn pays it to the employee concerned. If the employer pays the required amount within the time specified, the employee is not entitled to lay an information in respect of the wages covered by the payment.

In the revision, the Act has been brought more closely under the jurisdiction of the Department of Labour and into conformity

with other labour laws of the province by the addition of sections setting out requirements with respect to the keeping of records and posting of abstracts, giving specific authority for inspectors to make inspections, and prohibiting discrimination against an employee who gives information regarding wages or participates in any proceeding in connection with the enforcement of the Act.

The Act now provides that all money which an employer is required to pay by a magistrate or as a result of the investigations of the Department of Labour is deemed to be wages and is subject to all deductions that the employer is required to make under any federal or provincial statute.

Another new section forbids an employer to require an employee to return, or to accept the return of, any wages paid under the Act or a contract of service.

The requirements for posting of abstracts and keeping of records are made applicable only to employers to whom the Minimum Wage Act applies. Such employers are required to keep any abstract of the Act or regulations which may be prescribed by the Minister posted so that it may be seen and read by all their employees.

Records required to be kept with respect to each employee must show the name, sex, date of birth and residential address; the name or a brief description of the job of the employee; the regular rate of wages; the date and particulars of any change in the rate of wages; the total wages paid for each pay period; the total number of hours worked each day and each week; and any deductions made. Records must be maintained for at least two years. All employment records, including a copy of every written contract of service, collective agreement or any other document dealing with wages or other monetary benefits to which an employee is entitled, must be kept readily available for inspection by the Minister or an inspector.

A further new section sets out the powers of the Minister or his representative to make an inspection of the payrolls and other records of the employer and to require any person to furnish information relating to wages, other monetary benefits or any condition of employment affecting an employee.

## Workmen's Compensation

An amendment to the Workmen's Compensation (Accident Fund) Act increased, from May 1, the monthly allowances payable to children under 16 years living with a parent from \$25 to \$35 and those payable to orphan children under 16 from \$35 to \$45. The increases apply in respect of all children's allowances whether or not the accident resulting in the death of the father occurred before or after May 1.

Another amendment adds to the Workmen's Compensation Board's powers with respect to accident prevention the general power "to take such measures and make such expenditures as the Board deems necessary or expedient for the prevention of accidents to workmen".

## Vacations with Pay

The Annual Holidays Act was amended to provide that, for the purposes of the Act, where a business is sold, leased, transferred or otherwise disposed of, the service of the employees concerned will be deemed to be continuous and uninterrupted. A similar provision appears in the legislation of British Columbia, Alberta and Manitoba.

## Minimum Wages

An amendment to the Minimum Wage Act provides an alternative basis on which the minimum wage may be fixed. Since the Act was enacted in 1919 it has provided that in exercising its powers to fix a minimum wage the Minimum Wage Board is to determine the amount deemed adequate to furnish the necessary cost of living to the employees in the class of employment affected. As an alternative basis the amendment provides that the Board may determine a minimum wage which is fair and reasonable, having regard to the wages that it considers to be generally prevailing in the class of employment affected.

## Hours of Work

Effective from May 1, if an employer is convicted of a violation of, or failure to comply with, any provision of the Hours of Work Act, an order or the regulations or any condition prescribed by the Minister in granting authorizations under Sections 6 or 7 of the Act, the convicting magistrate may, in addition to imposing a fine, order the employer to pay him the wages found to be due for transmittal to the employee. If the employer fails to do so, he will be liable to imprisonment for a minimum of 30 days and a maximum of 90 days. Formerly, the provision authorizing the magistrate to require the payment of wages due

applied only with respect to a conviction for violation of the main provisions of the Act, i.e., for failure to pay overtime as required.

Under Section 6 the Minister may permit employees on a five-day week to work up to nine hours a day without overtime pay, provided weekly hours do not exceed 44. Under Section 7 the Minister may authorize longer working hours than eight per day or 44 per week, without payment of overtime, to facilitate the arrangement or rotation of shifts, provided average hours worked during a specific period do not exceed eight or 44.

The maintenance of earnings clause, which provides that no reduction in hours in accordance with the provisions of the Act may result in a reduction of take-home pay, is extended to April 1, 1958.

## Apprenticeship and Tradesmen's Qualification

New sections were added to the Apprenticeship and Tradesmen's Qualification Act, effective from May 1, requiring employers to keep records and providing for inspection.

Every employer carrying on business in a designated trade is now required to keep records, showing with respect to every tradesman and apprentice in his employ and every other person engaged in connection with the business of the employer, the name, address, date of birth, certificate number and expiry date of the person concerned, the trade in which he works, the date of commencement of his current employment and other particulars as may be required by the regulations. In the case of apprentices and tradesmen who are also employees, the employer is also required to keep a record of wages and the number of hours worked at the regular rate.

The Minister of Labour or his representative is authorized at any reasonable time to inspect records kept during the preceding two years and to require an employer to verify the entries in such records by statutory declaration or other approved method. He may also require any person to furnish any information deemed necessary to ascertain whether or not the Act or regulations are being complied with.

## Industrial Standards

An amendment to the Industrial Standards Act provides for the collection of unpaid wages from an employer by a Department of Labour inspector, a provision which is included in most of the wage and hour legislation administered by the Department.

The new provision authorizes a representative of the Minister to determine the amount of wages owing to an employee under an industrial standards schedule and to arrange an agreement between the employer and employee as to the amount. The employer is required to pay the amount agreed on to the Deputy Minister within two days and he is to pay it immediately to the employee. If the employer does so, he is not liable to prosecution for failure to pay the wages covered by the payment to the Deputy Minister.

The Deputy Minister is required to keep a record of all such money paid to him by employers and paid by him to employees. If the Deputy Minister is unable to locate an employee and if the employee fails to claim the money to which he is entitled, within two years, the money is to be paid into the Consolidated Revenue Fund.

### School Attendance

Amendments were made to the sections of the School Attendance Act that grant exemptions from the requirement that all children between the ages of 7 and 15 must attend school. The amendments provide for cases where the child would normally be attending school in a larger school unit.

A child is excused from attendance if he is under efficient instruction at home or elsewhere. It is now provided that the instruction must be approved by the superintendent of schools. A child need not attend also where, in the opinion of the unit board or, as before, the magistrate or

board of trustees, it is necessary for him to be absent from school in order to maintain himself or some other person dependent on him, or if, according to a written statement from the superintendent (formerly from the principal or teacher) there is not sufficient accommodation in the school which the child has the right to attend. Further, if the child is under 12 years and there is no school within 2½ miles or, if he is over 12, within 3½ miles, he need not attend school unless a conveyance is provided by a school board or unit board under the terms of the School Act. It is now provided that this exemption does not apply to a child living within 1½ miles from a school bus route established by a unit board for conveying children to and from school.

The other exemptions are the same as before. Attendance is not required if the child is sick or there is some other unavoidable cause, and the teacher is kept informed, or if he has passed the Grade VIII examination or its equivalent or if, in the opinion of the superintendent, he should be exempted from further attendance at the elementary school level.

### Resolution

A resolution adopted on April 2 recommended that the federal Government take the necessary action to establish unemployment insurance benefits at not less than two-thirds of earnings of persons in insurable employment, to eliminate the waiting period and to extend the coverage of the Act to groups not now within its scope.

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## Legal Decisions Affecting Labour

Ontario court refuses summary dismissal of declaratory action; British Columbia and Ontario courts uphold Labour Relations Board decisions

The Ontario High Court has found that a company contesting the validity of an order of the Minister of Labour was entitled to bring a declaratory action.

In a craft certification case, the British Columbia Supreme Court affirmed the decision of the Labour Relations Board, holding that the Board in refusing certification had acted within its jurisdiction.

In an appeal from a court order quashing a decision of the Labour Relations Board, the Ontario Court of Appeal ruled that decisions of the Board acting within its jurisdiction are not reviewable by the courts.

### Ontario High Court...

... upholds a declaratory action against an order of Minister of Labour under Labour Relations Act

On February 8, 1957, the Ontario High Court dismissed a motion presented by the Attorney-General of the province asking for summary disposal of a declaratory action brought by a company against an order of the Minister of Labour issued under the authority of Section 58(5) of the Ontario Labour Relations Act.

The facts of the case were related by Mr. Justice Wilson, who gave the decision of the Court. Following an allegation of



dismissal of certain employees, in violation of the Labour Relations Act, by Joyce & Smith Co. Ltd., an inquiry was ordered under Section 58 of the Act; Magistrate S. T. Bigelow, QC, was appointed on August 30, 1956, as commissioner to make an investigation.

In his report, dated October 29, 1956, the commissioner recommended, generally, reinstatement of the employees, effective from August 21, 1956, with compensation for loss of earnings and other benefits, and proposed that his recommendations, if concurred in by the Minister, be implemented within 48 hours of the company's receipt of the Minister's decision.

An order dated November 9, 1956, issued by the Minister, directed "Joyce and Smith Limited, Hamilton, Ontario, to carry out the above cited recommendations of the Commissioner immediately".

Fearing that if it failed to comply with the Minister's order it would be prosecuted under Section 61(1) of the Act, which provides penalties for failure to comply with "any decision, order, direction, declaration or ruling" made under the Act, the company considered that its only remedy was to bring a declaratory action commenced by the issue of a writ of summons.

The company contended that the order of the Minister and the findings and recommendations of the commissioner were illegal, unauthorized and *ultra vires* the Labour Relations Act. In these circumstances it claimed that it was entitled to bring the action under the authority of the well-known case of *Dyson v. Att'y-Gen'l.* (1911) 1 K.B. 410.

The Attorney-General for Ontario, being cited as defendant in the case at bar, introduced a summary motion for an order striking out the statement of claim presented by the company, and for an order that the action be stayed, or, in the alternative, that the action be dismissed on the grounds that (1) the statement of claim disclosed no reasonable cause of action, and was an abuse of the process of the Court; (2) that, if there was any cause of action, such action was frivolous and vexatious; (3) that the action was barred by the provisions of the Labour Relations Act, and in particular by Section 58; and (4) that, if the plaintiff had any remedy, such remedy should be sought by way of *certiorari*, and not by an action in the Court.

Two main arguments were put forward in support of the motion: (1) that the action was in essence an attempt to appeal from an order made by the Minister of Labour; and (2) that, if the order was to be attacked, it should be by way of a motion for an order for *certiorari*.

Dealing with the second submission first, Mr. Justice Wilson stated that it was beyond question that the order was an administrative order. Therefore the remedy for *certiorari* could not be applied. He referred to the ruling made by Mr. Justice Roach in *Re Brown & Brock* (1945), 3 DLR 324, who stated: "That (the power of a Rentals Administrator of the Wartime Prices and Trade Board) is an administrative power... and an order made in the exercise of it is not the subject of *certiorari*". With regard to the first submission the judge would not rely on the cases cited by the defendant because they were *certiorari* proceedings.

On the other hand, the Court accepted the contention of the company that, relying on the authority of *Dyson v. Att'y-Gen'l.*, it was entitled to bring the action (unless the action was one which in the exercise of its power the Court ought to stay), and that the Attorney-General was the proper party to be named as defendant in the circumstances.

Relying on the decision in *Smith v. A.-G. Ont.* (1922), 52 OLR 469, the Court ruled that the motion of the Attorney-General should be dismissed on the ground that the case ought not to be disposed of summarily. This, the judge stated, was in accordance with the usual practice of the Court in all civil litigation. *Joyce & Smith Co. Ltd. v. Attorney-General for Ontario* (1957) 7 DLR (2d) 321.

### British Columbia Supreme Court...

... refuses request for *certiorari*, thus upholding a decision of province's Labour Relations Board

On April 4, 1957, the Supreme Court of British Columbia rejected the application of a trade union for a writ of *certiorari* to review a decision of the Labour Relations Board refusing it certification on the ground that the unit of employees concerned was not appropriate for collective bargaining.

The facts of the case, as related by Chief Justice Sherwood Lett in his reasons for decision, were as follows:

In June 1954, the Aluminum Company of Canada at Kitimat and Kemano entered into a collective agreement with eleven unions. In August 1955, the agreement was renewed with amendments, effective until June 21, 1957.

The renewed agreement contained, *inter alia*, a statement that the unions concerned had been certified as of February 2, 1954, as the bargaining authority for all the employees of the company except those excluded by the Industrial Conciliation and Arbitration Act, and except technical, professional and supervisory staff, members of

the company's police force and office and clerical personnel. The agreement also stated that the unions had organized the Allied Aluminum Workers Council (AFL) for the purpose of co-ordinating the activities of, and bargaining collectively on behalf of, the members of the union employed by the company in the production of aluminum, the generation and transmission of electricity and other related activities, including maintenance work, in northern British Columbia and in particular at Kitimat, Kemano, on all transmission lines and in all places known as the Alcan Project. The statement noted that the unions had authorized the Council to bargain collectively with the company on their behalf and were desirous of entering into an agreement with company covering all the company's employees for whom the unions had been certified.

The International Brotherhood of Electrical Workers, Local 344, was one of the eleven unions which were parties to the agreement. IBEW Local 1661, the plaintiff in the case at bar, was not at that time in existence. United Steelworkers of America, Local 5115, was not a party to the 1955 agreement.

On May 2, 1955, Steelworkers Local 5115 applied to the Board for certification in respect of certain employees of the company at Kitimat, but the application was rejected on June 29 on the ground "that the unit is not appropriate for collective bargaining". On May 14, 1956, the same union again applied for certification but this time in respect of all employees of the company employed anywhere in northern British Columbia except those excluded by the Labour Relations Act, and certain enumerated exceptions.

On or about May 29, 1956, IBEW Local 1661, which was formed in December 1955, applied for certification in respect of: "All skilled craftsmen, workers, assistants, learners, helpers coming under the various electrical functions of the Aluminum Company, its ancillary operations" employed "throughout the establishments known as the Kitimat and Kemano works, which includes the Kitimat Smelter, Kemano generating station, the connecting transmission system, and all associated installations, works and territories in northern British Columbia".

In an explanatory letter attached to the application the union stressed that the application covered all electrical workers at Kitimat and Kemano who wished to maintain their identity and independence through craft autonomy and individual certification. The applicant local admitted on its application form that another trade

union was at the time bargaining for the employees affected by the application, namely IBEW Local 344, which held part of a joint certification. It also stated that the Allied Aluminum Workers Council, holding a joint certification covering all employees, represented other employees of the employer. On June 11 the Registrar of the Board informed the union that its application had "been forwarded for investigation".

On June 21 the Registrar informed Local 1661 that the Board would hear "the persons affected in respect to the application of the United Steelworkers of America, Local 5115, and the application of the International Brotherhood of Electrical Workers, Local 1661, to be certified for units employed by the above employer" and set the hearing for July 11, 1956.

The notice contained the following paragraph:

You or your representative are requested to be present and make such representations as you choose and to hear submissions by other persons. The hearing of oral argument on that date does not preclude the submission of written argument prior to the hearing.

On July 3, Local 1661 submitted to the Board a written statement, the material part of which reads as follows:

The purpose of the application by Local Union 1661 of the International Brotherhood of Electrical Workers is to ensure that Local 1661 will hold and enjoy the same position as Local 344 of the International Brotherhood of Electrical Workers, and in place of Local 344, with respect to the unions which are now certified for employees of the Aluminum Company of Canada Limited, at Kitimat, Kemano and elsewhere on the Alcan Project. Should anything interfere with that position, i.e., if the application of the Steelworkers' Union is granted and in consequence Local 1661 can no longer take the place of Local 344 in the now existing certification, then Local 1661 wishes a craft certification under Section 11, chap. 17, of the Labour Relations Act of British Columbia.

At the hearing the following parties were heard: the IBEW, the Allied Aluminum Workers Council, the company and the Steelworkers' Union. Counsel for the Council, who was also counsel for Local 1661, made a statement similar to that quoted above and added: "I submit that if a craft union applies for a certification in respect of those members of its craft which are included in a larger industrial certification, it is my submission that under the Act they are entitled to that craft certification as of right."

Counsel for Steelworkers Local 5115 then made a submission contending that the unit which Local 1661 sought to represent was not appropriate for collective bargaining.

As to its alternative application for craft certification, counsel's opinion was that it should not be ruled on by the Board "in any way, shape or form". He also contended that members of Local 1661 were not making a craft application as such because Local 5115 had among its members powerhouse and line maintenance men.

Counsel for the company, objecting to the application of Local 1661, submitted that the whole area was one unit, and that there was no justification for splitting it into smaller units. He pointed out that the application "includes some who do not appear to be craftsmen and for that added reason I say the application of the IBEW should be rejected".

Counsel for Local 1661 replied at considerable length to these submissions. Referring again to the application of Local 1661, he stated: "I wish to make it quite clear that this is a craft application" and compared it to the application of Steelworkers Local 5115 made in 1955.

The same day the Board announced that it had decided that the unit applied for by the IBEW was not appropriate for collective bargaining and that a vote would be taken on the application of Steelworkers Local 5115.

The decision of the Board was later confirmed by letter. No reasons for its findings were given at the hearing or in the confirming letter. No petition for reconsideration of the decision was presented to the Board. Subsequently, in August 1956, the application of Steelworkers Union 5115 was granted by the Board.

Later Local 1661, by asking for a writ of *certiorari*, challenged the decision of the Board on the grounds that the Board had acted without jurisdiction or in excess of its jurisdiction in ruling that the unit applied for was not appropriate for collective bargaining and that the decision was bad in law in that there was no evidence or argument presented to the Board on which the Board could find as a fact that the unit was not an appropriate unit for collective bargaining.

The Court, after examining Sections 12(1), 12(2) and 62(7) of the Act, stated that those sections gave the Board very wide powers in the matter of receiving and accepting evidence, and that it could not presume that the Board had failed to exercise those powers in dealing with the matter under consideration. The available evidence indicated that the Board had investigated the application and had before it as evidence the application itself, the various documents submitted in connection with it, the Board's own records, and such other evidence and material as it might

have found in making its own inquiries. The transcript of the hearing clearly showed there had been argument. It also appeared from the transcript that counsel for Local 1661 had been given every opportunity to make whatever submissions he wished, and that he had done so.

The Court found that the Act did not contain any provision whereby the Board was required to state its reasons for determining that a group was not appropriate or "otherwise appropriate" as a unit for collective bargaining.

The Court then proceeded to examine Section 11 and noted that, with respect to an application for certification on behalf of a craft union, certain conditions must be established: (1) that the group of employees belonged to a craft or group exercising technical skills, by reason of which it was distinguishable from the employees as a whole; (2) that the majority of the group were members of one trade union pertaining to such craft or skill; and (3) that the application was made subject to the provisions of Section 10 (which deals with applications for certification).

The Court continued:

The Board being satisfied as to the above requirements, the section is mandatory that the trade union applying "*shall be certified*" by the Board for the employees in the group, but subject to one further condition, namely, "*if the group is otherwise appropriate as a unit for collective bargaining*".

Under Section 12 of the Board is required to determine whether a unit is appropriate for collective bargaining but no specific procedure is provided for determining appropriateness. Reading the Act as a whole, the Court stated, it could be assumed that the Board had the power to determine whether a group of employees for whom certification was applied for under Section 11 was otherwise appropriate as a unit for collective bargaining, in the same manner as the Board was required to determine the appropriateness of a unit under Section 12. The judge noted that the words "appropriate" and "otherwise appropriate" were not defined in the Act.

The Court, agreeing with the stand taken by the Manitoba Court in the case of *In re International Union of Operating Engineers, Local Union 827, and Manitoba Labour Board et al* (1952) 6 WWR (NS) 49 (L.G. 1952, p. 941), stated that the word "otherwise" must imply that appropriateness of a unit for collective bargaining depends on considerations other than those specifically mentioned in the relevant section of the Act.



Chief Justice Lett then observed:

The Board is clearly not bound to make its determination of appropriateness upon the basis only of evidence and argument presented at the hearing. It is not bound to conduct an inquiry as if it were a trial but "it must act in good faith and fairly listen to both sides". *Board of Education v. Rice* (1911) A.C. 179, *re Labour Relations Board (Nova Scotia) et al* (1955) 1 D.L.R. 353.

He held that there was evidence before the Board from which it could determine "the qualifications or appropriateness envisaged by the word 'otherwise' in Section 11. Further, the onus of meeting all the requirements of Section 11 was upon the applicant, including the burden of showing that the group was 'otherwise appropriate'."

Accordingly, the Court ruled that the Board had jurisdiction to determine if the group applied for by Local 1661 was otherwise appropriate as a unit for collective bargaining and added:

It has not been established by the applicant herein that the Board acted without jurisdiction or in excess of its jurisdiction or was influenced by some extraneous consideration which would render its decision invalid in law. Nor has it been shown that its decision was made arbitrarily or capriciously.

The application for a writ of *certiorari* was therefore denied. *Re International Brotherhood of Electrical Workers, Local 1661 v. the Labour Relations Board of British Columbia*, British Columbia Supreme Court, April 4, 1957.

### Ontario Appeal Court ...

... holds that decision of the province's Labour Relations Board is not reviewable by the Court

On April 24, 1957, the Ontario Supreme Court (Appeal Side) allowed an appeal brought by a union against a decision of the Ontario High Court quashing certifications issued by the Labour Relations Board and ruled that when the Board acts within the limits of its jurisdiction its decisions are not reviewable by the Court.

Mr. Justice Roach, who gave the decision, and with whom Mr. Justice Aylesworth and Mr. Justice Lebel agreed, first related the facts of the case.

The union, Local 166 of the American Federation of Technical Engineers (AFL), representing the Methods, Wage Rate and Senior Cost Technicians Association of Ontario, applied for certification as the bargaining agent for certain employees of Canadian General Electric Company, Limited, in each of its three plants located at Peterborough, Toronto and Guelph. The employees concerned were employed in six classifications, namely, wage rate analysts,

senior cost clerks, methods men, rate setters, time study men and motion time study men.

The company opposed the applications on the ground that the employees concerned were excluded from the Labour Relations Act by Section 1 (3) (b), in that they exercised "managerial functions" or were "employed in a confidential capacity in matters relating to labour relations".

After an extensive hearing (as to which no complaint was made before the Court) the Board held by a majority decision that employees in all the classifications except those of wage rate analyst and senior cost clerk were "employees" for the purposes of the Act.

Subsequently the Board granted certification in respect of the employees concerned. The company then applied to the Court for *certiorari* and an order quashing the certificates on the ground that the Board lacked jurisdiction to grant them.

The motion was heard by Mr. Justice Wells, who ruled that methods men, rate setters and motion time study men were not employees within the meaning of the Act but that time study men were "employees". Accordingly, he quashed, for lack of jurisdiction, the Board's certification with respect to the first three classifications and dismissed the application with respect to the fourth, time study men (L.G., Aug. 1956, p. 1032).

The union appealed the decision and in the appeal the company moved to vary the decision by quashing the certification as it applied to time study men.

The Court of Appeal in dealing with the case took into consideration the sections of the Act setting out the Board's general powers with respect to certification, and particularly Sections 1 (3) (b), 68 (1) (a) and 69. The sections read as follows:

Sec. 1 (3) For the purposes of this Act no person shall be deemed to be an employee,

(b) ...who exercises managerial functions or is employed in a confidential capacity in matters relating to labour relations.

Sec. 68 (1) The Board shall have exclusive jurisdiction to exercise the powers conferred upon it by or under this Act and without limiting the generality of the foregoing, if any question arises in any proceeding,

(a) as to whether a person is an employer or an employee;

...  
The decision of the Board thereon shall be final and conclusive for all purposes.

...  
Sec. 69. No decision, order, direction, declaration or ruling of the Board shall be questioned or reviewed in any court and no

order shall be made or process entered, or proceedings taken in any court, whether by way of injunction, declaratory judgment, certiorari, mandamus, prohibition, quo warranto, or otherwise, to question, review, prohibit or restrain the Board or any of its proceedings.

Reviewing Mr. Justice Wells' decision, the Court stated that Mr. Justice Wells had pointed out that, while the Board might have an exclusive jurisdiction, its jurisdiction was limited to the powers conferred on it by the Act and it was subject to the positive prohibition of Section 1 (3) (b). In consequence it could not give itself jurisdiction by making a wrong decision in the face of that prohibition. In his examination of the issue Mr. Justice Wells had sought to determine the meaning of the expressions "managerial functions" and "employed in a confidential capacity in matters relating to labour relations" and had applied his findings to the available evidence. As a result of his inquiry he held that none of the employees in question were employed in a confidential capacity in matters relating to labour relations and that all except the time study men exercised managerial functions.

The Court of Appeal took a different stand regarding the basic issue of the case. In this respect Mr. Justice Roach stated:

In my respectful opinion, the question before Mr. Justice Wells and now before this Court is not whether the employees in the four classifications as to whom certification was granted by the Board did or did not exercise "managerial functions" or were or were not "employed in a confidential capacity in matters relating to labour relations". It is simply this,—has the Legislature vested in the Board the exclusive jurisdiction to decide those matters?

In Mr. Justice Roach's opinion, Mr. Justice Wells had treated those matters as collateral matters, the decision on which the Board's jurisdiction to certify the union depended. In this respect he relied on the case *Bunbury v. Fuller* 156 E.R. 47. Mr. Justice Roach, however, considered that the Board had to decide the question but, in so doing, it was deciding not a collateral matter but a matter that was an essential and integral part of the whole subject matter over which it was given explicit and exclusive jurisdiction.

Mr. Justice Roach then added:

I think it is absolutely impossible to regard the question whether the employees concerned exercised "managerial functions" or were "employed in a confidential capacity in matters relating to labour relations", as something "extrinsic to the adjudication impeached" in the instant case. A collateral matter must be something lying aside from the main issue and in that sense extrinsic to it. But how could the question, whether

these workmen are employees for the purposes of the Act, ever be a matter extrinsic to or lying aside from the issue which the Board had to decide? It is a very part of that issue and in no sense in any way isolated from it. It is equally as essential a part of that issue as other questions which the Board would have to decide in determining whether the applications for certificates should or should not be granted.

Counsel for the company, arguing that the question of whether a person is an "employee" was a collateral question and not part of the main subject matter of the proceedings, referred to two cases: *Re Lunenburg Sea Products Limited* (N.S.), (1947) 3 DLR 195, and *The King v. Labour Relations Board* (N.S.) (1951) 4 DLR 227. Neither case, in the opinion of the Court, was relevant since in neither was there an employer-employee relationship, while in the case at bar such legal relationship did exist under the general law and was neither in doubt nor challenged.

On the question of whether the Board's decision that the employees involved were employees for the purposes of the Act was reviewable by the Court, Mr. Justice Roach cited Lord Esher's judgment in *The Queen v. Commissioners for Special Purposes of the Income Tax Act*, 21 Q.B.D. 313, that

When an inferior Court or tribunal or body, which has to exercise the power of deciding facts, is first established by Act of Parliament, the Legislature has to consider what powers it will give that tribunal or body... The Legislature may entrust the tribunal or body with a jurisdiction, which includes the jurisdiction to determine whether the preliminary state of facts exists as well as the jurisdiction, on finding that it does exist, to proceed further or do something more. When the Legislature are establishing such a tribunal or body with limited jurisdiction, they also have to consider, whatever jurisdiction they give them, whether there shall be any appeal from their decision, for otherwise there will be none. In the second of the two cases I have mentioned it is an erroneous application of the formula to say that the tribunal cannot give themselves jurisdiction by wrongly deciding certain facts to exist, because the Legislature gave them jurisdiction to determine all the facts, including the existence of the preliminary facts on which the further exercise of their jurisdiction depends; and if they were given jurisdiction so to decide, without any appeal being given, there is no appeal from such exercise of their jurisdiction.

Relying on Lord Esher's judgment and other authorities, Mr. Justice Roach considered that the decision of the Board was not a decision on a collateral matter only and thus reviewable but that it was a decision on the merits and thus final and not open to review.

Mr. Justice Roach also noted that the Ontario Labour Relations Act contained a privative clause (Section 69) which pre-

vented *certiorari* proceedings and that, where there was a privative clause, the remedy of *certiorari* could be applied only in cases where the Board has acted without or in excess of its jurisdiction.

The Court ruled that the Board had acted within its jurisdiction and that its decision was not reviewable by the Court.

It directed that the order of Mr. Justice Wells should be varied accordingly. The appeal was allowed with costs, and the motion by the company to vary was dismissed with costs. *Re Ontario Labour Relations Board, Bradley et al v. Canadian General Electric Company Ltd.* (1957) 8 DLR (2d) 65.

## Recent Regulations, Federal and Provincial

Minimum wage rates increased in Saskatchewan; new Fair Wage Schedule issued in Manitoba; and welding regulations revised in Saskatchewan

The Saskatchewan minimum wage orders were revised, effective June 1, to raise the general minimum wage applicable in the larger centres from \$26 to \$30 a week and that payable in the remainder of the province from \$24.50 to \$29. For the first time special minimum rates were set for workers under 18 years.

The Manitoba Fair Wage Schedule for 1957-58 was issued, setting higher rates for most classifications of workers.

Revised regulations governing welding under the Saskatchewan Boiler and Pressure Vessel Act now require an applicant for a pressure welder's authorization to hold a valid journeyman welder's certificate or have at least four years' welding experience.

Among the regulations issued recently under the Canada Shipping Act were revised regulations governing food and catering for ships' crews.

### FEDERAL

#### Canada Shipping Act

A number of new regulations have been issued recently under the Canada Shipping Act. Revised regulations respecting food and catering for ships' crews authorized by P.C. 1957-284 of February 28 were gazetted on March 13. Other regulations dealing with examination of engineers, inspection of large fishing vessels and fire detection and fire extinguishing equipment were approved by the Governor in Council on March 21 and gazetted on April 10.

#### *Food and Catering for Ships' Crews*

New Ships' Crews Food and Catering Regulations replace regulations issued in 1950 (L.G. 1951, p. 1000) to give effect to International Labour Convention No. 68, one of the four maritime Conventions adopted at the 1946 session of the International Labour Conference and ratified by Canada in March 1951.

Like the previous regulations, the new Ships' Crews Food and Catering Regulations not only lay down general rules respecting catering but also set out specific requirements. The latter are contained in a schedule which prescribes the amount of rations which must be supplied weekly to each member of the crew and specifies the conditions and exceptions to be observed in applying the scale.

The general requirements are the same as formerly, the regulations providing that an adequate supply of food and water must be taken on board before a voyage commences. The food must be suitable in respect of quantity, nutritive value, quality and variety. The construction, location, ventilation, heating, lighting, water system and equipment of galleys and other catering department spaces, including storerooms, refrigeration chambers and messes, must be such as to permit the service of proper meals.

The master of the ship or an officer designated by him, together with a responsible member of the catering department, is required to make a weekly inspection of the supplies of food and water and of all spaces and equipment used for their storage and handling, and also of the galley and other equipment used for the preparation and service of meals. A record of the weekly inspections is to be kept and shown to the inspector on request.

As formerly, the regulations provide that an inspector (an officer of the Department of National Health and Welfare) may inspect the ship at any time to ensure that the regulations are being complied with. They further provide that, if conditions are not satisfactory, he may make an order requiring improvements to be made within a specified time and that every person to whom the order is directed must comply with it.



If the Minister of Transport receives a written complaint at least 24 hours before a ship is scheduled to leave port from at least five members of the crew, or on behalf of a recognized organization of shipowners or seafarers, he may order a special inspection.

The schedule setting out the standard weekly rations has been considerably revised, however, increasing the nutritional value of the food to be supplied. The milk ration has been raised. Additional quantities of fruit must be supplied, the regulations providing that each seaman must be allowed at least 20 ounces of orange or grapefruit juice a week, 16 ounces of canned tomatoes, 20 ounces of canned fruit and five ounces of dried fruit. Previously, the weekly fruit ration consisted of five ounces of dried fruit and 14 ounces of canned tomatoes. A larger quantity of canned or fresh vegetables must also be provided. Although the standard weekly meat ration has been reduced, larger quantities of flour, butter, sugar and tea have to be supplied. Other changes were made with respect to permitted substitutes and the conditions to be observed in following the schedule.

#### *Examination of Engineers*

The Examination of Engineers Regulations (P.C. 3280 of June 11, 1952) were amended by P.C. 1957-388 with respect to Schedules D and K, the schedules which set out the requirements for examination for a First Class certificate and for a certificate as watchkeeping engineer of a motor-driven fishing vessel.

One amendment provides that a person who has spent not less than 24 months as engineer on the watch on a steamship of not less than 100 nominal horsepower may be examined for a First Class steam certificate provided that; while holding a Second Class certificate, he has served not less than 12 months as engineer on the watch in a steamship of not less than 90 nominal horsepower.

Another amendment lowers the age requirement for candidates for examination for a certificate as watchkeeping engineer of a motor-driven fishing vessel from 21 to 19 years.

#### *Fire Detection and Extinguishing Equipment*

The Fire Detection and Extinguishing Equipment Regulations made by P.C. 1956-429 of 1956 (L.G., May 1956, p. 550) were amended by P.C. 1957-393 with respect to the fire extinguishing equipment to be provided on passenger-carrying steamships and launches of not over 5 tons, gross tonnage, on pleasure yachts and on steamships not over 15 tons which do not carry passengers.

#### *Large Fishing Vessels*

An amendment to the Large Fishing Vessel Inspection Regulations (L.G., Sept. 1956, p. 1159) sets out the number of lifeboats and dories now required on fishing vessels between 80 and 100 feet in length.

### PROVINCIAL

#### **British Columbia Hours of Work Act**

By Regulation No. 21, 1957, the British Columbia Board of Industrial Relations has again exempted the fresh fruit and vegetable industry from the operation of the Hours of Work Act for the period June 1 to November 30, inclusive.

#### **Manitoba Fair Wage Act**

##### **Fair Wage Schedule**

The annual fair wage schedule fixing minimum wages and maximum hours of work for construction workers was gazetted on April 27, to remain in force from May 1, 1957, until April 30, 1958. Higher rates of wages were approved for most occupations.

As previously, the schedule is in two parts. Part I applies to private construction work costing more than \$100 in the Greater Winnipeg Water District or in any city or town with a population of 2,000 or more or in any other part of the province to which the Act may be extended by the Lieutenant-Governor in Council, and to public work authorized by the Minister of Public Works for the execution of which a contract has been entered into between the Minister and the employer. Part II applies to public works for highway, road, bridge or drainage construction outside the City of Winnipeg.

Zone "A" rates apply to public and private work in Winnipeg and a 30-mile radius (excluding the town of Selkirk, which is in Zone "B"). The lower or Zone "B" rates apply to public work elsewhere in the province and to private work in cities with a population of more than 2,000 (Brandon, Dauphin, Flin Flon, Minnedosa, Neepawa, Portage la Prairie, Selkirk, Steinbach, Swan River and The Pas). Increases granted in Part I ranged from 4 cents to 30 cents an hour, the most common increase being 10 cents an hour.

In Part II rates in all classifications were increased by an average of 10 per cent. In addition, maximum hours over each two-week period were raised for every classification from 108 to 120 hours.

The schedule follows:

# SCHEDULE "A"—PART I

The following schedule shall apply from and after May 1st, A.D. 1957, on "Private Work" and on "Public Works", as described above:

Occupation	ZONE "A"		ZONE "B"	
	Basic Minimum Wage Rate	Maximum Hours Per Week	Basic Minimum Wage Rate	Maximum Hours Per Week
	\$		\$	
1. Asbestos Workers—				
(a) Journeymen.....	1.95	40	1.70	48
(b) 1st Class Improvers.....	1.60	40	1.45	48
(c) 2nd Class Improvers.....	1.42	40	1.30	48
(d) 3rd Class Improvers.....				
1st 6 months.....	1.20	40	1.20	48
next 12 months.....	1.30	40	1.25	48
2. Bricklayers.....	2.35	40	1.95	48
3. Bridge and Structural Steel and Iron Workers.....	2.30	40		
4. Carpenters and Millwrights—				
Carpenters.....	2.15	40	1.80	48
Carpenters.....	City of Brandon		1.85	48
Carpenters—Millwrights.....	2.35	40	1.95	48
5. Cement Finishers and Oxychloride Workers on floors without a polished terrazzo finish (in warehouses or large floor area jobs)				
(a) Cement Finishers.....	1.60	48	1.45	48
(b) Oxychloride Workers.....	1.60	48	1.45	48
6. Electrical Workers (inside wiremen)—				
Licensed Journeymen.....	2.20	40	1.85	48
Helpers with 2 years or more experience assisting journeymen.....	1.50	40		
7. Elevator Constructors.....	2.23	40		
(Passenger and Freight)				
Helpers.....	1.56	40		
8. Building Labourers—				
(a) Assisting Mechanics.....	1.50	48	1.35	48
in the setting of cut stone, terracotta, tile and marble, bending, reinforcing materials, mixing mortar and assisting sheet metal journeymen				
(b) General Building Labourers.....	1.30	48	1.10	48
(c) Sewer and Underground Construction work				
(a) Caisson Workers.....	1.50	48	1.35	48
(b) Labourers.....	1.30	48	1.10	48
(c) Pipe Layers.....	1.35	48	1.15	48
(d) Tunnellers.....	1.35	48	1.15	48
(e) Terrazzo and Oxychloride workers				
(a) Base Machine Rubbers (dry).....	1.25	48	1.25	48
(b) Machine Rubbers (wet).....	1.30	48	1.20	48
9. Lathers.....	2.25	40	1.35	48
10. Linoleum Floor Layers.....	1.40	48	1.25	48
11. Marble Setters.....	2.05	40	1.75	48
12. (1) Painters, Decorators, Paper-hangers and Glaziers—				
A: Certified by the Manitoba Provincial Apprenticeship Board.....	1.80	40	1.70	48
B: Non-certified by the Manitoba Provincial Apprenticeship Board.....	1.70	40	1.60	48
(2) Swing Stage and Spray Painters—				
C: Certified by the Manitoba Provincial Apprenticeship Board.....	1.90	40	1.70	48
D: Non-certified by the Manitoba Provincial Apprenticeship Board.....	1.80	40	1.70	48
13. Plasterers.....	2.35	40	1.95	48
14. Journeymen of the Plumbing and Pipefitting Industry.....	2.25	40	1.90	48
Helpers.....	1.50	48	1.35	48
15. Roofers, Mop Handlers.....	1.40	48	1.40	48
16. Sheet Metal Workers.....	2.00	42½	1.60	48
17. Shinglers.....	1.50	40	1.40	48
18. Stonecutters.....	1.85	44	1.85	48
19. Stonemasons.....	2.35	40	1.95	48
20. Terrazzo and Oxychloride Workers—				
Layers.....	2.00	40	1.75	48

**SCHEDULE "A"—PART I—Concluded**

Occupation	ZONE "A"		ZONE "B"	
	Basic Minimum Wage Rate	Maximum Hours Per Week	Basic Minimum Wage Rate	Maximum Hours Per Week
	\$		\$	
21. Tile setters (including all clay product Tile and Vitrolite Glass)	2.05	40	1.75	48
22. Tile setters (plastic, metal, asphalt, rubber and lino tile).....	1.75	40	1.50	48
23. Timber and Crib men working on grain elevators or bridges doing the crib work on grain elevators or rough timber work on bridges.....	1.45	48	1.45	48
24. Truck Drivers (while in charge of truck on construction work only).....	1.40	48	1.25	48
25. Installation of Plate Glass and Affiliated Materials—				
(a) Plate Glass and/or Metal Setters.....	1.65	40	1.65	48
(b) Miscellaneous Glass Setters.....	1.49	40	1.49	48
(c) Weatherstripping.....	1.49	40	1.49	48
26. Watchman.....	.50			

**SCHEDULE "A"—PART II**

**PUBLIC ROADS AND BRIDGE WORKS**

The following schedule shall apply from and after May 1st, 1957, on Public Works for highway, road, bridge or drainage construction where a contract has been entered into by the Minister of Public Works, in all parts of Manitoba outside the limits of the City of Winnipeg.

Occupation	Minimum Basic Wage Rate Per Hour	Maximum hours of straight time rates over each two-week period
	\$	
27. Aggregate Batch Man.....	1.10	120
28. Asphaltic Oil Distributor Driver.....	1.10	120
29. Blade Grader (12 H.P. and over) Operator.....	1.10	120
30. Concrete Finisher.....	1.20	120
*31. Concrete Paver Operator.....	1.35	120
*32. Dragline, Shovel and Crane Operator.....	1.40	120
33. Elevator Grader Operator.....	1.10	120
34. Engineer, Stationary Boiler.....	1.20	120
35. Labourers.....	1.10	120
36. Motor Patrol Operator.....	1.20	120
37. Roller Operator, 6-ton and over, steel wheels.....	1.15	120
*38. Scraper and Bulldozer Operator.....	1.25	120
39. Spreader and Finishing Machine Operator.....	1.15	120
40. Teamsters.....	1.00	120
41. Timber Men (timber work where use of hammers, saws, axes and augers only are required).....	1.20	120
42. Tractor Operator, 50 H.P. drawbar or over.....	1.10	120
43. Tractor Operator, under 50 H.P. drawbar.....	1.10	120
44. Truck Drivers.....	1.15	120
45. Watchman and Flagman.....	.85	120

\* Probationary Rates.

46. (1) Where a new employee agrees with his employer to prove his ability to operate one of these machines by a short trial period at a probationary rate, not later than the date upon which the employee starts work, the employer shall send to the Department, by registered mail, a letter signed by the employee and the employer, certifying that for a probationary period not exceeding 30 days, a rate of 15 cts. below the schedule rate has been agreed upon.

(2) Sub-section (1) is applicable only to: Concrete Paver Operator; Dragline, Shovel and Crane Operator; Scraper and Bulldozer Operator.



## Saskatchewan Boiler and Pressure Vessel Act

New regulations under the Saskatchewan Boiler and Pressure Vessel Act setting more stringent requirements for welding on boilers, pressure vessels and pressure piping were gazetted on April 18, replacing regulations authorized by O.C. 353/50 and O.C. 1856/50 (L.G. 1950, p. 701).

The revised regulations set out the responsibilities of manufacturers, contractors and welders; prescribe qualification tests for pressure welders; lay down detailed rules with respect to stamping of work, welded repairs and classification and welding of pressure piping; provide for inspection; and prescribe fees. The regulations adopt as standards the most recent editions of the applicable CSA, ASA and ASME Codes.

### *Application*

The regulations apply to all welding done in connection with the construction, fabrication, alteration or repair of any high pressure or low pressure boiler, pressure vessel or pressure piping which is subject to inspection, approval or registration under the Act.

In addition, the following types of piping are subject to the requirements of the regulations: (a) steam piping to carry steam at more than 15 p.s.i.; (b) water piping to carry hot water at more than 200°F; (c) piping to carry refrigerants, anhydrous ammonia, propane or similar gases at more than 15 p.s.i.; (d) air piping larger than 1 inch nominal pipe size to carry air at more than 50 p.s.i.; (e) oil piping larger than 1 inch nominal pipe size to carry hot oil at more than 200°F; (f) pipe headers and other piping used directly in connection with any oil field vessel subject to registration or inspection by the Department of Labour; (g) steam piping larger than 3 inch nominal pipe size to carry low pressure steam at 15 p.s.i. or less where the steam is supplied by means of a reducing valve or similar apparatus from a high pressure source normally exceeding 15 p.s.i.; (h) piping directly connected to a low pressure steam or hot water heating boiler and forming part of the boiler header installation or, in the opinion of an inspector, forming part of the boiler piping; (i) any other piping used in connection with, or as part of, a boiler or pressure vessel installation and classified as pressure piping by the chief inspector.

The regulations provide that no boiler or pressure vessel intended for use in the province and subject to inspection, approval or registration under the Act may be constructed by welding unless its design has been approved and registered by the Boiler

and Pressure Vessel Inspection Branch of the Department in accordance with the registration requirements of the Canadian Standards Association Code for Boilers and Pressure Vessels (CSA B51-1955) and applicable Saskatchewan regulations.

No pressure piping intended for use in the province may be constructed or fabricated by welding unless the regulations have been complied with and the design meets the requirements of the American Society of Mechanical Engineers Boiler and Pressure Vessel Construction Code (1956 edition) and of the American Standards Association Pressure Piping Code (B31.1-1955) for the maximum pressure and temperature to which it will be subjected in service. The manufacturer, contractor, engineering agency or other person in charge of construction or fabrication is responsible for seeing that these requirements are met, and must furnish proof to the Department or to an inspector upon request.

### *Manufacturers' and Contractors' Responsibility*

As formerly, the manufacturer, contractor, installer, welding shop operator or other person who welds or employs a welder is responsible for the quality of the welding done by his organization. Before work commences, he must formulate a welding procedure and arrange with the chief inspector for a procedure qualification test, or submit satisfactory proof that a test has been conducted by an approved person and found to meet all code requirements. He must also arrange with the chief inspector for a welder's qualification test or, where the welding is done outside the province, obtain permission for an equivalent test meeting the requirements of the codes and witnessed by an authorized inspector. Certified data respecting these tests, including test of welding machine procedures and welding machine operators, where used, must be submitted to and approved by the Department before any welding may be done.

If the work to be done is on new construction, the manufacturer, contractor, installer, welding shop operator or other person welding or employing a welder must also ascertain that the design of the boiler or pressure vessel has been approved and registered by the Department. In the case of repair work or welding on pressure piping, he must see that the applicable provisions of the regulations have been complied with. He is also obliged to see that the welder stamps his work in the prescribed manner.

### *Welders' Responsibility*

The responsibilities of welders are set out in greater detail than formerly. No person may weld any boiler, pressure vessel or pressure piping unless he is the holder of an unexpired pressure welder's authorization signed by the chief inspector and is in possession of the symbols assigned to him on passing his qualification test. As previously, a welder is forbidden to do welding by any process or in any position for which he has not been qualified by test. In addition, a welder may not do welding with any classification of base metal or filler metal for which he has not been qualified.

Before doing any work, the welder must ascertain that the required procedure tests have been carried out and approved by the Department. He must adhere strictly to the established procedure and make repairs in accordance with the regulations. He is also required to stamp his work with his allotted symbol in the manner prescribed.

Every welder must apply for an annual retest within 12 months of the issue date of his authorization. Where an application has been made in writing, he may continue to do pressure welding to within 18 months of the issue date, at which time his authorization will expire, unless renewed by the chief inspector. If a welder's authorization expires, his card and assigned symbols must be forwarded to the Department and he will be required to pass an all-position test before his authorization may be renewed.

### *Welders' Qualification Tests*

As previously, an application for a qualification test must be sent to the chief inspector, who determines whether the candidate has the necessary experience and knowledge. The new regulations stipulate, however, that an applicant must be the holder of a valid journeyman welder's certificate or have at least four years' welding experience.

The qualification tests must be for all positions unless otherwise prescribed by the chief inspector. The annual retest, however, may be for two positions only, one of which must be the overhead position. As far as practicable, the tests must be in accordance with weld test requirements of the ASME and ASA Codes and must be conducted and witnessed by an authorized inspector. A maximum of one hour for each position may be allowed for making the test.

If a welder fails a test but does not fail in more than two positions by the failure of more than three coupons, he may undergo an immediate retest consisting of two separate test welds of any position in which he has failed, both of which must pass all test requirements. If he fails a second time,

the welder may take a further test after he has had additional training or experience satisfactory to the chief inspector.

Unless extended by the chief inspector, a welder's qualification test is valid for 18 months, provided a retest is taken annually. As previously, the regulations provide that a retest may be required at any time if a welder is suspected of losing his proficiency.

Tests to qualify persons to weld on pipe lines not subject to the Act and procedure tests may now be arranged with the chief inspector, who, together with the contractor or engineering agency, will specify the standards to be used. So far as is practicable, the tests must be in accordance with the requirements of the ASA Code B31.1.8 and the regulations.

### *Repairs*

The regulations again stipulate that no welded repair may be made upon a boiler or pressure vessel having a working pressure of more than 15 p.s.i. unless permission is first obtained from the Department or an inspector and, in the case of a boiler, the repair is witnessed by an inspector. In addition, the regulations now provide that the welding must be done by a person holding a valid all-position pressure welder's authorization and require the repair to be stamped in the proper manner.

No welded repair may be made upon any boiler or pressure vessel where the ASME Code requires the welding to be stress-relieved and X-rayed except in accordance with an approved procedure and under such conditions as meet the ASME Code requirements and satisfy the inspector witnessing the repair and the chief inspector. Repairs to a boiler or pressure vessel having a working pressure of more than 15 p.s.i. must be done by the electric arc process and in no circumstances may welding be done on a boiler or pressure vessel which is under pressure.

Repairs to low pressure heating boilers having more than 30 square feet of heating surface must be made by an authorized welder and, except when repairs are of a minor nature, permission must first be obtained from an inspector or the chief inspector. The electric arc process must always be used unless the repairs are of a minor nature or the inspector has approved another method.

Except with the permission of an inspector, no welded repair may be covered by insulation or in any other manner until after inspection.

### *Welding of Pressure Piping*

The rules respecting welding of pressure piping are more detailed than formerly. To

weld pressure piping a welder must be authorized to make all position welds. In special circumstances, however, the chief inspector may approve lower qualifications for welding pipe which may be rolled during fabrication where the working pressure is not to exceed 100 p.s.i. The inspector conducting procedure and welders' qualification tests for pressure piping must not only determine whether the procedure to be used has been properly established, but must also decide whether a test is sufficient to prove both the qualification of the welder and the correctness of the procedure or whether separate tests are necessary.

All pressure piping larger than 3-inch nominal pipe size must be welded by the electric arc process. The regulations also provide that thickness of pipe to be used in any installation must be determined by the applicable formula of the ASA Pressure Piping Code and that electrodes or filler metal must conform to the requirements of the ASME Welding Qualifications Code and have an acceptable AWS-ASTM designation approved by the American Welding Society for the class of work to be performed. Welding of branch connections, fittings and flanges have to meet the requirements of the ASA Pressure Piping Code and the regulations. There are also detailed rules with respect to stress relieving. In addition, the regulations provide that all welds on piping must be stamped in the required manner and left exposed until after inspection.

### *Inspection*

With regard to inspection, the regulations set out specific rules with respect to pressure piping and also lay down some general requirements.

As formerly, all pipe welds, unless otherwise approved by an inspector, must be hydrostatically tested to twice the working pressure in accordance with the ASA Pressure Piping Code. As well as specifying when pipe welds are to be examined by X-ray and by trepanning, the regulations provide that the inspector may determine which method to use, following consultations with the owner, contractor or construction engineer. They further provide that all tests must be made in accordance with the ASA Pressure Piping Code and the ASME Code.

An inspector may inspect or re-inspect any boiler, pressure vessel or pressure piping which is being constructed, altered or repaired by welding and may subject it to any hydrostatic test, X-ray examination or any other test which he considers necessary for safety purposes. He may also order the removal of any welding which does not

meet the requirements of the regulations. In addition, he may condemn or seal any boiler, pressure vessel or pressure piping welded by an unauthorized welder or welded contrary to or without an approved procedure.

### **Saskatchewan Minimum Wage Act**

In a new revision of its minimum wage orders, the Saskatchewan Minimum Wage Board has raised the general minimum wage which must be paid in the cities and larger towns of the province from \$26 to \$30 a week and the minimum applicable in the remainder of the province from \$24.50 to \$29. These rates are now made applicable to workers of 18 years and over, lower rates (\$2 less in each case) being established for the first time for employees under 18.

In addition to the increase in the general minimum wage, rates set in the special orders for janitors or caretakers in residential buildings, workers in places of amusement and truck drivers were also raised.

The orders, now 12 in number, consist of two general and 10 special orders. Of these, two are new, one (No. 11) governing oil well drilling and the other (No. 12) requiring employers, when paying wages, to give employees statements of earnings and deductions. In its revision of the remaining orders the Board separated hotels and restaurants from educational institutions, hospitals and nursing homes. Formerly, all five types of workplaces were covered by the same orders.

The geographical coverage of the orders was also changed. The orders applying to the larger centres (Nos. 1, 2 and 3) now cover the nine cities of the province (including Estevan, which was recently made a city) and the 15 towns of Assiniboia, Biggar, Canora, Humboldt, Kamsack, Kindersley, Lloydminster, Maple Creek, Meadow Lake, Melfort, Melville, Nipawin, Rosetown, Shaunavon and Tisdale (and the area within a five-mile radius of each city or town). The towns of Assiniboia, Biggar, Kindersley, Maple Creek, Meadow Lake, Rosetown and Tisdale were formerly included among the smaller towns and villages, for which the minimum rate was \$24.50 a week.

Together the general and special orders cover the majority of workers in the province. Workers exempted are the same as formerly (L.G. 1953, p. 1189) except that employees in boarding or rooming houses are now exempted from the two general orders, and employees employed on core drilling rigs, in oil well servicing and in the geophysical seismographic survey industry are exempted from the new order for oil well drilling.



The orders continue the distinction between full-time employees who work 36 or more hours a week and part-time employees who normally work fewer than 36 hours. Part-time rates were increased by 10 cents an hour with respect to adult workers. The part-time rates set for the first time for workers under 18 are in all cases 5 cents an hour lower than adult part-time rates.

As before, the two general orders and the orders covering hotels, restaurants, edu-

cational institutions, hospitals and nursing homes limit the number of part-time workers to 25 per cent of the total number of full-time workers employed. In amusement places, employees who work between 16 and 36 hours a week are considered part-time employees and persons who normally work fewer than 16 hours a week are deemed to be "casual" employees.

The coverage of the orders and the minimum wage set by each are as follows:

<i>Coverage of Orders</i>	<i>Minimum Wage</i>	
All establishments in cities and 15 larger towns not covered by other orders. (No. 1)	<i>Full-time</i>	
	18 and over	\$30 a week
	Under 18	\$28 a week
	<i>Part-time</i>	
	18 and over	80c an hour
	Under 18	75c an hour
Such establishments in the remainder of the province. (No. 4)	<i>Full-time</i>	
	18 and over	\$29 a week
	Under 18	\$27 a week
	<i>Part-time</i>	
	18 and over	70c an hour
	Under 18	65c an hour
Hotels and restaurants in cities and 15 larger towns. (No. 2)	<i>Full-time</i>	
	18 and over	\$30 a week
	Under 18	\$28 a week
	<i>Part-time</i>	
	18 and over	80c an hour
	Under 18	75c an hour
Hotels and restaurants in the remainder of the province. (No. 5)	<i>Full-time</i>	
	18 and over	\$29 a week
	Under 18	\$27 a week
	<i>Part-time</i>	
	18 and over	70c an hour
	Under 18	65c an hour
Educational institutions, hospitals and nursing homes in cities and 15 larger towns. (No. 3)	<i>Full-time</i>	
	18 and over	\$30 a week
	Under 18	\$28 a week
	<i>Part-time</i>	
	18 and over	80c an hour
	Under 18	75c an hour
Educational institutions, hospitals and nursing homes in the remainder of the province. (No. 6)	<i>Full-time</i>	
	18 and over	\$29 a week
	Under 18	\$27 a week
	<i>Part-time</i>	
	18 and over	70c an hour
	Under 18	65c an hour
Janitors or caretakers in residential buildings. (No. 7)	<i>Full-time</i>	\$40 a week
	<i>Part-time</i>	85c an hour
Truck drivers licensed to drive trucks classified by the Highway Traffic Board as public service or commercial vehicles of 2,000 lb. net weight or over, and truck drivers' helpers or swamper. (No. 8)	Truck drivers, 85c an hour or 3c a mile, whichever is greater.	
	Helpers and swamper 85c an hour.	
Logging and lumbering and in factories connected thereto. (No. 9)	Cooks, cookees, bull	
	cooks, watchmen	\$135 a month
	Other employees	70c an hour
Amusement places (theatres, dance halls, skating and curling rinks, municipal play grounds, swimming pools, bowling alleys, billiard halls, shooting galleries, etc.). (No. 10)	<i>Full-time</i>	
	18 and over	\$30 a week
	Under 18	\$28 a week
	<i>Part-time or Casual</i>	
	Cities	80c an hour
	Elsewhere	75c an hour
Oil well drilling rigs. (No. 11)	All employees	70c an hour

Certain other increases were also provided for. The minimum rates for messengers on foot or bicycle in the cities and larger towns were raised from \$16 to \$20 a week, if full-time, and from 50 to 60 cents an hour, if part-time. Elsewhere in the province they must receive \$18 a week instead of \$14, if working full-time, and 55 cents an hour instead of 45 cents for part-time work. The new general orders also state that if a messenger provides his own bicycle for use in his employer's business his minimum wage must be increased by 50 cents a week, if full-time, and by 3 cents an hour, if part-time.

Operators of motor vehicles of under 2,000 pounds net weight, rated manufacturer's carrying capacity, or of taxis or motorcycles must be paid at least \$33 a week in the cities and larger towns and \$32 a week in the remainder of the province. No part-time rates are set for this class of employees. The former orders provided that full-time employees who drove horse-drawn or motor vehicles were to receive at least \$29 a week anywhere in the province and that part-time employees in the smaller centres were to be paid at least 70 cents an hour.

Students 18 and over employed outside school hours must receive at least 80 cents an hour in the cities and larger towns and 70 cents elsewhere in the province. For those under 18 the corresponding rates are 75 and 65 cents an hour.

The minima set for janitors or caretakers in other than residential buildings are 80 and 70 cents an hour, respectively.

In the special order for janitors or caretakers in residential buildings, the weekly rate was increased from \$33 to \$40 and the part-time rate from 70 to 85 cents an hour.

The new order for truck drivers differs from the former order in that coverage is no longer limited to employees who regularly travel in the course of their duties to two or more places at least 10 miles apart. The minimum for truck drivers was increased from 75 cents an hour or 2½ cents a mile to 85 cents an hour or 3 cents a mile, whichever is greater. The rate for swamper and helpers is 10 cents higher than that formerly set for other employees covered by the trucking order.

The rates for employees in logging and lumbering are unchanged, and, as before, all employees except cooks, cookees, bull cooks and watchmen are entitled to be paid at the regular rate for time spent travelling to and from the employer's premises, and must receive their regular wage if required to wait on the job.

### *Three-hour Minimum*

As before, all part-time workers except messengers, janitors and students working after school hours must be paid for at least three hours at the minimum rate for each occasion on which they are asked to report for duty, whether or not they work three hours. Casual or part-time workers in amusement places are eligible for the three-hour minimum in the cities and within a five-mile radius but not elsewhere in the province.

### *Public Holidays*

For the first time provision was made for payment for public holidays for truck drivers; the new order covering oil well drilling also makes provision for payment for public holidays.

The provisions regarding public holidays for truck drivers are the same as in the general orders. Employees who do not work on New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day or Christmas Day must receive their regular daily wage. Employees who are required to work on any of these holidays must be paid their regular wage plus one and one-half times their regular rate for every hour worked. If the wages of an employee, exclusive of overtime, vary from week to week, payment is to be made on the basis of the average wage for the four weeks immediately preceding the week in which the holiday occurs.

Employees engaged in the operation of an oil well drilling rig who do not work on a holiday must be paid their regular daily wage. If they are required to work, they are to be paid, in addition to their regular daily wage, their regular rate of pay for every hour worked.

Casual employees in places of amusement are not entitled to payment for the eight specified public holidays but must be paid at the rate of one and one-half times their regular rate if they work on a holiday.

All orders except those governing janitors or caretakers and the logging and lumbering industry contain provisions respecting public holidays. No change was made in these provisions.

### *Deductions from Wages*

As previously, the orders for hotels, restaurants, educational institutions, hospitals, nursing homes, and logging and lumbering operations lay down rules with respect to deductions from the minimum wage. Employers are again forbidden to make deductions for the provision, repair or laundering of uniforms but, subject to certain limitations, may charge for board and lodging, provided the employees agree to accept

*(Continued on page 878)*

# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims for benefit during April 16 per cent lower than in March but 19 per cent higher than in April 1956, statistics\* show. Claimants on "live" file at month-end slightly fewer

The number of initial and renewal claims for unemployment insurance benefit in April was about 16 per cent lower than that of the preceding month, but approximately 19 per cent higher than in April 1956.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 161,304 claims were received at local offices of the Unemployment Insurance Commission across Canada in April, compared with 192,365 in March and 135,369 in April 1956.

The number of claimants having an unemployment register in the "live file" on April 30 was 373,609, comprising 300,990 males and 72,619 females. These are claimants for regular benefits only, the period for which seasonal benefit was payable having terminated on April 20. On March 29, the number of regular claimants was 455,397 (377,394 males and 78,003 females), with an additional 103,414 (80,387 males and 23,027 females) who were claiming seasonal benefit. On April 30, 1956, regular claimants numbered 292,063, of which 228,257 were males and 63,806 were females.

During April, adjudications on initial and renewal claims totalled 178,850, of which 113,720 or 64 per cent were classed as "entitled to benefit". The bulk of those categorized as "not entitled to benefit" were initial claims on which the minimum contribution requirements were not fulfilled. This category numbered 53,742 out of a total of 65,130 cases of non-entitlement, on initial and renewal claims. Total disqualifications, i.e., those arising from initial, renewal, revised and seasonal benefit claims, amounted to 21,320, the chief reasons being: "voluntarily left employment without just cause" 7,380 cases; "not capable of and not available for work" 4,883 cases and "refused offer of and neglected opportunity to work" 1,966 cases.

New beneficiaries in receipt of either regular or seasonal benefit during April numbered 155,323, compared with 168,726 during March and 126,654 during April 1956.

Regular and seasonal benefit payments amounted to \$40,392,557 in respect of 1,911,596 weeks during April, as against \$44,125,523 and 2,093,065 weeks during March, and \$33,201,609 and 1,743,909 weeks for April 1956.

Complete weeks numbered 1,803,039 constituting about 95 per cent of the weeks compensated, while the proportion of partial weeks due to excess earnings was about 70 per cent.

The average weekly benefit rate was \$21.13 for April, \$21.08 for March and \$19.03 for April 1956.

The average weekly number of beneficiaries was estimated at 477,900 for April, 498,300 for March and 415,200 for April 1956.

### Insurance Registrations

As the annual renewal of insurance books takes place during the month of May the usual statistics on the number of insurance books and contribution cards issued to employees are not available. The information will be available as from May 1, the first monthly report for 1957-58 being as at May 31, 1957.

At April 30 employees registered numbered 293,535, an increase of 2,703 during the month.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

\*See Tables E-1 to E-4 at back of book.



## Enforcement Statistics

During April 1957, there were 4,737 investigations conducted by district investigators across Canada. Of these, 3,478 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 75 were miscellaneous investigations. The remaining 1,184 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 97 cases, 11 against employers and 86 against claimants.† Punitive disqualifications as a

result of claimants making false statements or misrepresentations numbered 553.†

## Unemployment Insurance Fund

Revenue received in April totalled \$20,-407,877.99 compared with \$20,735,498.00 in March and \$20,572,071.77 in April 1956. Benefit payments in April amounted to \$40,374,683.94 compared with \$44,103,220.14 in March and \$33,183,680.49 in April 1956. The balance in the fund on April 30 was \$854,607,845.71; on March 31 there was a balance of \$874,574,651.66 and on April 30, 1956, of \$841,586,909.87.

# Decisions of the Umpire under the Unemployment Insurance Act

## Decision CUB-1363, April 24, 1957

**Summary of the facts:** The claimant, 22 years of age, who was married on October 8, 1955, filed an initial application for benefit on September 24, 1956, stating that she had worked as an assembler for the Canadian General Electric Company, Peterborough, Ont., from April 1953 to April 12, 1956, when she left because of pregnancy. She stated also that the Company had given her six months' leave of absence, that her child was born on July 28, 1956, and that she was looking for work in the Brockville area where she was now residing.

The insurance officer disqualified her from receipt of benefit for the period from September 23, 1956, to October 5, 1957, because in his opinion she had not fulfilled the additional condition stipulated in Unemployment Insurance Regulation 161 concerning married women.

The claimant appealed to a board of referees and submitted that she did not voluntarily separate from her employment with the Canadian General Electric Company in Peterborough but was given leave of absence; that she had intended to return to her job in September when her leave expired but, as her husband had been unable to secure work in Peterborough, that they had moved at the end of April to Brockville, where he obtained employment.

The board of referees which heard the case in Kingston, Ont., on November 1, 1956, unanimously allowed the appeal on the grounds it was not necessary that the additional condition laid down in Regulation 161 be fulfilled in her case, as she came within the exception provided for in subsection (3) (a) (v) of that regulation. In the opinion of the board, leave of absence without pay does not constitute a separation from employment, and the claimant's separation occurred when she left Peterborough to take up residence in Brockville, on April 30, 1956.

The Director of Unemployment Insurance appealed to the Umpire.

Subsequently, in reply to a request for information, the employer stated that the claimant had in fact been granted a leave of absence on account of pregnancy and was considered an employee of the firm during that leave; that they had felt they were bound to give her work at the termination of the leave but that she had asked for her release on September 21 because her husband had secured employment in Brockville.

**Conclusions:** On the facts before me, I agree with the decision of the board of referees that the claimant's case comes within the exception laid down in subsection 3 (a) (v) of Unemployment Insurance Regulation 161.

This is not a case where the employer-employee relationship was indefinite and dormant during a leave of absence. The

†These do not necessarily relate to the investigations conducted during this period.

evidence indicates that it was clearly and firmly understood that the claimant was to resume her employment at the conclusion of her leave.

Under the circumstances her first separation from employment after marriage was in consequence of her leaving Peterborough to establish residence in Brockville.

I would consequently dismiss the appeal.

### Decision CUB-1365, May 1, 1957

**Summary of the facts:** The claimant, married, 47 years of age, filed an initial application for benefit on August 8, 1956, stating that he had worked as a grader for B.C. Forest Products, Hammond, B.C., from 1953 to July 27, 1956, when he was laid off because of the annual plant holiday shutdown.

The employer reported that the holiday shutdown covered the period from July 31 to August 12, 1956, and that the claimant, whose daily wages were \$14.04, had received \$86.75 in holiday pay.

A benefit period was established and the claim was allowed. However, as the claimant's working week consisted of five days, his earnings (holiday pay) for the weeks commencing July 29 and August 5, 1956, were determined by the insurance officer, for the purpose of Unemployment Insurance Regulation 173 (4), to be \$70.20 and \$16.55, respectively.

The claimant appealed to a board of referees, which, after having heard a representative of his union in New Westminster, B.C., on September 11, 1956, unanimously dismissed the appeal. The board felt that, in the light of Unemployment Insurance Regulation 173 (4), it had no alternative but to maintain the insurance officer's decision.

The interested union, Local 1-357 of the International Woodworkers of America, appealed to the Umpire, arguing mainly that, since the holiday pay provided for in

the master agreement between the company and the union is 2½ per cent of the employees' annual earnings instead of the minimum 2 per cent laid down by the British Columbia Annual Holidays Act, the additional ½ per cent should be considered a gratuity, within the meaning of section 172 (2) (a) of the Unemployment Insurance Regulations.

The union requested an oral hearing before the Umpire, which was held in Ottawa on April 3, 1957. The union was represented by A. Andras, Assistant Research Director, Canadian Labour Congress, and the Unemployment Insurance Commission by C. N. Beauchamp.

**Conclusions:** On the facts before me I agree with the board of referees that the claimant's case falls under section 173 (4) of the Unemployment Insurance Regulations.

The extra ½ per cent holiday pay referred to by the union in its brief was part and parcel of the claimant's contract of service agreed to by means of the master agreement. His legal right to that extra pay rules out any suggestion that it was a gift or a gratuity.

It was argued by Mr. Andras that the phrase "holiday period" in regulation 173 (4) means the claimant's holiday period. If so construed, that section is pointless, since it deals with earnings, and earnings can be considered only when there is a general continuing holiday period, within the meaning of Regulation 155 which is made pursuant to section 57 (2) (b) of the Act.

As suggested by the counsel for the Commission at the hearing, the claimant's holiday pay, pursuant to Regulation 173 (4), should have been allocated on a *pro rata* basis to the entire holiday period at the plant. There was no justification for allocating this money on the basis of his weekly average wages.

The appeal is dismissed.

### Maximum Benefit Period Extended in Three U.S. States

The length of the maximum benefit period for unemployment compensation was increased last year in Mississippi, Virginia, and Georgia.

Puerto Rico enacted an employment security law which is expected to cover approximately a third of the total work force. The law was framed so that few changes will be necessary to allow Puerto Rico to become part of the federal-state unemployment insurance system when the

federal law is amended to treat Puerto Rico as a "state" for unemployment insurance purposes.

Under the Puerto Rico act, starting January 1, 1957, employers of four or more workers covered by the act are liable for a 3-per-cent tax on the first \$3,000 of wages paid to persons in their employ. Effective January 1, 1959, the act provides for weekly benefits of \$7 to \$12 for seven weeks.

# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during May

### Works of Construction, Remodelling, Repair or Demolition

During May the Department of Labour prepared 308 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 179 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in May for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Post Office .....	10	\$ 115,228.14
R.C.M.P. ....	16	195,453.14

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.



(b) the working hours shall be those fixed by the custom of the trade in the district or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments made during May

During May the sum of \$17,339.24 was collected from nine contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 209 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during May

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Allan River Marsh N S:* Hennessy & Spicer Ltd, construction of dyke & drainage. *Avonport Marsh N S:* Hennessy & Spicer Ltd, construction of dyke & drainage. *Fleming Marsh N S:* McCully & Soy Ltd, construction of dyke & drainage. *Glenholme Marsh N S:* Hennessy & Spicer Ltd, construction of dyke & drainage. *Old Barns Marsh N S:* McCully & Soy Ltd, construction of dyke & drainage. *Wentworth Marsh N S:* J G Webster Construction Ltd, construction of dyke & drainage.

### Central Mortgage and Housing Corporation

*Gander Nfld:* Eastern Woodworkers Ltd, construction of housing units, walks & drives; Eastern Woodworkers Ltd, construction of housing units. *Chatham N B:* Eastern Landscape Co Ltd, site improvement & planting, DND 7/54; Eastern Landscape Co Ltd, site improvement & planting, DND 8/55; Eastern Landscape Co Ltd, site improvement & planting, DND 9/55. *Fredericton N B:* Fredericton Nurseries, \*planting of trees. *Gagetown N B:* Montclair Construction Co, construction of housing units & services; Atlas Construction Co Ltd, construction of school; Atlas Construction Co Ltd, paving of roads, etc, & construction of sidewalks, etc; L G Rawding Construction Co Ltd, clearing, grubbing & cleanup in neighbourhoods 1, 2 & 3. *Moncton N B:* Wheaton Construction Co, site improvement & planting. *Nitro Que:* R McSween, \*repairs to sheds; R McSween, \*application of siding to houses; R McSween, reroofing of houses. *Valcartier Que:* La Pepinière Dupois Enrg, site improvement & planting. *Val d'Or Que:* Paquin Construction Co Ltd, repairs to foundation walls. *Camp Borden Ont:* Paul Winarski, \*survey work. *Chesley Ont:* Clifford Wenzel, \*exterior painting of houses. *Deep River Ont:* Evans Contracting Co Ltd, site improvement & planting; Brad Industries Ltd, construction of housing units & services. *Guelph Ont:* W A McCarvell, \*installation of eavestroughs; Len Owen, repairs to basements. *Hamilton Ont:* Franks Contracting Co, relocation & renovation of wartime houses, phase 4; Oldeastle Nurseries Ltd, site improvement & planting. *Hespeler Ont:* McNeilly-Barington Ltd, \*exterior painting of houses. *Kitchener Ont:* Carl Henry, exterior painting of houses. *Niagara-on-the-Lake & Thorold Ont:* DeSanti Contracting Co Ltd, \*repairs to basements. *Nobel Ont:* Walker Painting & Decorating Co Ltd, exterior painting of units. *Petawawa Ont:* Terminal Construction Co Ltd, site improvement & planting. *Thorold Ont:* Combination Painters & Decorators, \*exterior painting of houses. *Toronto Ont:* Midwestern Construction Co, construction of ground services, Regent Park South. *Trenton Ont:* H E Cooke, site improvement & planting. *Windsor East & Essex Ont:* National Painting & Decorating Ltd, exterior painting of units. *Brandon Man:* Crane Bros, exterior painting of houses. *Dundurn Sask:* Norman H Woods & Assoc Ltd, site improvement & planting. *North Battleford Sask:* Reg Parsons, \*exterior painting of houses. *Prince Albert Sask:* R A Fraser, \*exterior painting of houses. *Calgary Alta:* Bill Hopps & Co Ltd, exterior painting of houses. *Lloydminster Alta:* George & Ellwood, \*repairs to basements; Dunk & Racicot, \*exterior painting of houses. *Medicine Hat Alta:* Dutch Bros, exterior painting of houses. *Cranbrook B C:* George Pickett, \*exterior painting of houses.

## Department of Citizenship and Immigration

*Duck Lake Indian Agency Sask:* Buhler Electric, electrical rewiring of IRS. *Touchwood Indian Agency Sask:* Economy Heating & Plumbing, supply & installation of water treatment equipment, Gordon's IRS. *Blood Indian Agency Alta:* Holte & Nordlund, \*maintenance work, St Paul's IRS. *Stuart Lake Indian Agency B C:* T & E Construction, construction of root house, Lejac, IRS.

## Defence Construction (1951) Limited

*Dartmouth N S:* Fundy Construction Co Ltd, construction of chapels, HMCS *Shearwater*. *Halifax N S:* Dominion Steel & Coal Corp Ltd, renewal of security fence, HMCS *Stadacona*; Maritime Telegraph & Telephone Co Ltd, \*supply & installation of telephone cable. *Newport Corners N S:* Brush Aboe (Canada) Ltd, \*supply & installation of diesel electric set & auxiliary equipment. *Lac des Loups Que:* A Daris, construction of beacon bldg, RCAF Station. *St Johns Que:* Cambrian Construction Ltd, construction of OR mess, water & sewer services, RCAF Station. *Valcartier Que:* Les Constructions Lafayette Inc, construction of bldg 76A & additions to safety mounds, CARDE. *Angus Ont:* Donald McLaren Ltd, construction of sewage disposal system. *Barrie Ont:* Ontario Building Cleaning Co Ltd, exterior renovations to armouries. *Camp Borden Ont:* Barclay Construction Ltd, construction of sergeants' quarters & outside services; Ruliff Grass Construction Co Ltd, improvements to water supply, pumphouse No 4. *Downsview Ont:* Gardiner-Wighton Ltd, construction of control tower, bldg No 55, RCAF station. *Gloucester Ont:* J E Copeland Co Ltd, construction of chiefs' & petty officers' quarters & mess; James Landscaping Co, construction of sports field, HMCS *Gloucester*. *Shirley Bay Ont:* Queensview Construction & Development Ltd, construction of wing to radio physics laboratory & outside services. *Uplands Ont:* Niagara Structural Steel Ltd, supply, fabrication & erection of structural steel for high speed laboratory. *Churchill Man:* Dickson-Larkey Ltd, installation of mechanical & electrical systems, POL Marine Terminal; Vulcan Iron & Engineering Ltd, supply, fabrication & erection of structural steel for diesel power plant. *Winnipeg Man:* McNeilly Bavington Ltd, exterior painting of hangars & bldgs, RCAF Station; May & Son Nurseries Ltd, grading, seeding & sodding, RCAF Station. *Boundary Bay B C:* Christian & Allen Ltd, construction of sewage disposal system. *Matsqui B C:* Vivian Diesels & Munitions Ltd, \*overhauling of 250 KW electric set.

## Building and Maintenance

*Aldershot N S:* Valley Plumbing & Heating Ltd, installation of interconnections of water mains at camp. *Ste Foy Que:* Charney Bros Inc, exterior painting of PMQs. *Camp Borden Ont:* Malach Roofing & Flooring Ltd, reroofing & sheet metal work on bldgs. *Ladner B C:* Neil Meyer, exterior painting of PMQs, Vancouver Wireless Station. *Whitehorse Y T:* W A Moffatt Co, reroofing hangars B & C, RCAF Station; Dominion Bridge Co Ltd, supply & erection of chain link fence including barbed wire overhang & storage compounds, RCAF Station.

## Department of Defence Production

### (April Report)

*Bridgewater N S:* Acadia Construction Ltd, renovations to heating system in armouries. *Newport Corners N S:* Ralph & Arthur Parsons Ltd, relocation of rhombic antennae, HMC Dockyard. *Montreal Que:* Atlas Tile Flooring Co, installation of tile floor in bldg 154, Barracks area, No 25 COD. *Barrie Ont:* Colt Contracting Co Ltd, replacement of drill hall floor in armouries. *Brockville Ont:* Ford Electric Co, repairs to electrical system in armouries No 232. *Ipperwash Ont:* Canada Catering Co Ltd, catering at Camp Ipperwash. *Manotick Ont:* Roy Soderlind & Co Ltd, \*supply & installation of evaporative condensers, RCAF Station. *Petawawa Ont:* Nationwide Food Services Ltd, catering at Camp Petawawa. *Winnipeg Man:* Oswald Decorating Co, interior painting of PMQs, RCAF Station. *Dundurn Sask:* Dominion Catering Co Ltd, catering at Camp Dundurn. *Saskatoon Sask:* Myers Construction Co Ltd, replacement of asphalt pavement, RCAF Station; Myers Construction Co Ltd, replacement of curbs, etc, RCAF Station. *Calgary Alta:* Hingley Terrazzo & Tile Ltd, installation of quarry tile, etc, RCAF Station, Lincoln Park. *Clareholm Alta:* General Construction Co (Alberta) Ltd, laying of asphalt on concrete areas, RCAF Station; Western Excavating Co Ltd, landscaping at RCAF Station. *Esquimalt B C:* Dominion Paint Co, repainting exterior of married quarters, HMC Dockyard. *Sea Island B C:* Lyle Construction Co Ltd, construction of concrete foundation & floor slab for steelox bldg, RCAF Station; Seaward Construction Ltd, erection of armco steelox bldgs, RCAF Station.

## National Harbours Board

*Montreal Que:* Charles Duranceau Ltée, construction of bituminous concrete paved road, sections 40-43. *Three Rivers Que:* Cambrian Construction Ltd, construction of transit shed No. 11.

## Department of Northern Affairs and National Resources

*Point Pelee National Park Ont:* Wollatt Construction Ltd, seal coating of paved roads & paving of entrance lane. *Fort Langley B C:* Bakerview Gardens, landscaping & planting. *Revelstoke National Park B C:* Greenall Bros Ltd, construction of camp bldgs.

## Department of Public Works

*Catalina Nfld:* Babb Construction Ltd, harbour improvements. *Cow Head Nfld:* Gulf Maritime Construction Ltd, construction of breakwater-wharf. *Gander Nfld:* Saunders, Howell & Co Ltd, construction of federal bldg. *Glovertown Nfld:* Burry's Shipyard, construction of post office bldg. *Harbour Grace Nfld:* The J P Porter Co Ltd, \*dredging. *Lawn Nfld:* The Avalon Dredging Ltd, \*dredging. *Placentia Nfld:* The J P Porter Co Ltd, \*dredging. *Port de Grave Nfld:* McNamara Construction Co Ltd, \*dredging. *St John's Nfld:* Argo Construction Ltd, construction of post office bldg. *Souris P E I:* The Island Construction Ltd, improvements & repairs to railway wharf; Chappell & Co, laying of underground cables for power & telephone & installation of lighting on railway wharf. *Bayfield N S:* McDonald Construction Co Ltd, harbour improvements. *Chapel Cove N S:* Maritime Dredging Ltd, \*dredging. *Cornwallis N S:* Rodney Contractors Ltd, jetty float replacement, HMCS Cornwallis. *Grand Etang N S:* McDonald Construction Co Ltd, pier extension. *Inverness N S:* F W Digdon & Sons Ltd, \*dredging. *Kraut Point N S:* Mosher & Rawding Ltd, wharf reconstruction. *Liverpool N S:* The J P Porter Co Ltd, \*dredging. *Malagash N S:* Seaboard Construction Ltd, wharf repairs. *Maugher's Beach (McNab's Island) N S:* Cameron Contracting Co, breakwater repairs. *North Sydney N S:* M C Campbell Construction Co Ltd, wharf improvements; The J P Porter Co Ltd, \*dredging. *Pictou N S:* Ferguson Industries Ltd, \*construction of 18 steel pontoons for dredge PWD No 12. *Port Medway N S:* Mosher & Rawding, \*dredging. *Burnt Church N B:* J W & J Anderson Ltd, wharf repairs. *Cape Tormentine N B:* Diamond Construction Co Ltd, \*dredging. *Fredericton N B:* Diamond Construction (1955) Ltd, construction of header house & greenhouse. *Kouchibouguac N B:* J W & J Anderson Ltd, wharf extension. *Point du Chene N B:* J W & J Anderson Ltd, wharf repairs & improvements. *St Edward N B:* Roger LeBlanc, \*dredging. *Shippigan N B:* Diamond construction Co Ltd, \*dredging. *Bonaventure Que:* Fortunat Bernard, wharf repairs. *Lennoxville Que:* Albert Morin, addition to research piggery, Experimental Station. *L'Anse St Jean Que:* Capt Irene Verreault, \*dredging. *Paspebiac Que:* Tracy Construction Inc, wharf reconstruction. *Rivière Beaudette Que:* Theode Robidoux Inc, \*dredging. *Saint Joseph d'Alma Que:* Romeo Fortin Inc, construction of federal bldg. *Three Rivers Que:* Theode Robidoux Inc, \*dredging in St Maurice River. *Ville St Laurent Que:* Bourget Construction Inc, construction of Postal Station "O". *Belleville Ont:* Percy Hodge, demolition of various bldgs at public building site. *Hamilton Ont:* The J P Porter Co Ltd, \*dredging. *Hawkesbury Ont:* Eagle Ltd, construction of federal bldg. *Moose Factory Ont:* Pulsifer Construction Ltd, improvements to municipal services & alterations to electrical power system. *Toronto Ont:* McNamara Construction Co Ltd, \*dredging in Western Channel. *Willowdale Ont:* W B Sullivan Construction Ltd, construction of federal bldg. *Brandon Man:* R E Turner, construction of header house, Experimental Farm. *Churchill Man:* Matheson Bros, construction of federal bldg. *Kamsack Sask:* Poole Construction Co Ltd, addition & alterations to federal bldg. *Consort Alta:* Van Vliet Construction Co Ltd, construction of federal bldg. *Campbell River B C:* Fraser River Pile Driving Co Ltd, harbour improvements. *Co-Op Bay (Egmont) B C:* Greenlees Piledriving Co Ltd, construction of wharf. *Fraser River B C:* Gilley Bros Ltd, improvements to dam-weir, Steveston Cannery Channel. *Lillooet B C:* Overland Construction Ltd, additions & alterations to federal bldg. *Near Mitchell Island B C:* The British Columbia Bridge & Dredging Co Ltd, \*dredging in North Arm of Fraser River. *Maple Bay B C:* Harbour Pile Driving Co, construction of floats. *New Westminster B C:* Star Shipyard (Mercers) Ltd, \*reconstruction of snagboat *Samson*; John Manly Ltd, construction of 75 foot diesel snagboat. *Porpoise Bay B C:* Todd Construction Co Ltd, float renewal. *Port Alberni B C:* Pacific Piledriving Co Ltd, wharf extension. *Prince Rupert B C:* Eby & Sons Ltd, construction of RCMP married quarters & garage. *Sardis B C:* S & S Electric Ltd, installation of wiring & standby generator, Coqualeetza Indian Hospital. *Yellowknife N W T:* Burns & Dutton Concrete & Construction Co Ltd, construction of high school & hostel.



## Department of Transport

*Halifax N S:* Halifax Shipyards Ltd, \*construction of lighthouse supply & buoy vessel. *Lauson Que:* Davie Shipbuilding Ltd, \*construction of triple screw diesel electric ice-breaker; Geo T Davie & Sons Ltd, \*construction of twin screw diesel engined buoy vessel. *Montreal Que:* Cote & Lavigne Construction Ltee, construction of pilotage bldg, Sutherland Pier. *Dunnville Ont:* S G Powell Shipyard Ltd, \*construction of three self-propelled barges; S G Powell Shipyard Ltd, \*construction of twin screw diesel engined landing barge. *London Ont:* Towland Construction Ltd, additional development at airport. *Ottawa Ont:* A Sebben Construction, installation of water mains & sewage system at Uplands Airport. *Trenton Ont:* Power Installations (Sarnia) Ltd, installation of airport lighting facilities. *Winnipeg Man:* Commonwealth Construction Co Ltd, additional development at airport. *Melville Sask:* Stafford Construction Co Ltd, construction of monitoring station & related work. *Comox B C:* Hassell Bros (1954) Ltd, additional development at airport. *Prince Rupert B C:* General Construction Co Ltd & Peter Kiewit Sons Co of Canada Ltd, additional development at airport. *Vancouver B C:* Columbia Bitulithic Ltd, additional development at airport. *Victoria B C:* Yarrows Ltd, \*construction of ice-breaker, supply & buoy vessel.

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## Recent Regulations

(Continued from page 870)

these facilities. In hotels and restaurants, the maximum deduction for a night's lodging is 25 cents, as formerly, but the deduction for board has been increased from 25 to 30 cents per meal. The orders for educational institutions, hospitals and nursing homes impose the same ceiling on deductions but restrict its application to cases where the weekly wage is \$35 or less. The former orders did not have this proviso. Persons in logging and lumbering operations may be charged up to \$1.60 a day for meals and lodging.

### General Provisions

The provisions regarding such matters as rest and meal periods and working shifts are the same as before.

In accordance with the 1955 amendment to the Act, the orders now provide that in case of discharge or layoff a worker must be given one week's written notice of termination of employment or one week's wages in lieu of notice.

### Earnings Statements

Order 12 provides that, unless exempted by the Chairman of the Board, every employer must furnish each of his employees with an earnings statement on each regular payday. The statement must be separate

from or readily detachable from any form of bank cheque or voucher used in the payment of wages and must show the name of the employee, the beginning and ending dates of the pay period, number of hours worked, wage rate and job classification, gross wages, deductions and net earnings. Authority to require employers to furnish such statements was given to the Minimum Wage Board by a 1956 amendment to the Act.

### Effective Date

The orders which were approved by Orders in Council 840/57 to 851/57, inclusive, were gazetted on May 3. They went into force on June 1.

## Labour Legislation in N.B.

(Continued from page 853)

in respect of a child if he is a resident of the province and has been so resident for at least one year prior to the date of application.

Similarly, an allowance may be granted in respect of a child who is under the age of one year if the mother was resident at the time of the child's birth and the child has remained a resident of the province.

# WAGES, HOURS, WORKING CONDITIONS

## Wage Rates for Labourers in Manufacturing, October 1956

Average hourly wage rate for male labourers in manufacturing industry  
increased by eight cents between October 1, 1955 and October 1, 1956

From October 1, 1955, to October 1, 1956, the average hourly wage rate for male labourers increased by 8 cents in the manufacturing industries covered by the annual survey of wage rates conducted by the Economics and Research Branch. This compares with an increase of 5 cents for the corresponding period in 1954-1955\*. The 1956 survey covered 46,000 manufacturing labourers.

Employers were asked to report wage rates for labourers to whom the following definition applies: workers performing one or a variety of manual duties which may be learned in a short time, requiring little independent judgment and which are too general to be classified otherwise. Both production and non-production or maintenance labourers are surveyed, but such workers under incentive systems as well as female employees are excluded.

Wage rates for labourers are usually the lowest rates for male occupations in a plant, except for hiring and apprentice rates. The labourer's rate is used in many establishments as a basis for setting the higher rates for other plant occupations.

As may be seen from the accompanying table, average wage rates for labourers are highest in British Columbia and Ontario, although no provincial pattern stands out. In some localities of those two provinces, the average wage rate is lower than in some centres of the Maritimes, Quebec or the Prairie Provinces.

Furthermore, within a province, the average rate is often higher in a number of small localities than in the major centres. This is especially true in Ontario and Quebec, where the average rates in several

localities are higher than in the major centres of Toronto and Montreal. The diversification of industry in these two cities tends to reduce the effect of a higher level of wages in one particular industry or establishment on the general average for the city.

On the other hand, in smaller centres where one industry or establishment predominates, the local average is greatly affected by the wage rates paid in that industry or establishment. In Sydney, Hamilton and Welland, for instance, where the primary steel industry is the predominant source of employment for unskilled workers, the relatively high wage rates paid in that industry raise the average local rate for labourers well above that for most other centres of similar size in the provinces of Nova Scotia and Ontario. Another example of high local average rates for labourers is found in Cornwall, Thorold and Trois-Rivières, where pulp and paper mills are the main employers of labourers, at the higher rates prevailing in that industry.

Wage rates for labourers in manufacturing appear to have increased slightly faster than those for other representative occupations in manufacturing, as indicated by the following comparison.

### INDEX NUMBERS OF AVERAGE WAGE RATES IN MANUFACTURING†

Year	All Occupations Surveyed Labourers including Labourers	
	Labourers	
1949 .....	100.0	100.0
1950 .....	108.0	106.1
1951 .....	122.7	120.3
1952 .....	134.9	128.4
1953 .....	141.8	134.6
1954 .....	145.7	138.5
1955 .....	149.8	142.2
1956 .....	158.0	149.8

†Based on annual surveys of wage rates at October 1.

\*See LABOUR GAZETTE, September 1956, p. 1174.

The chief factor responsible for changes from year to year in the average wage rates is the general revision of actual straight-time rates being paid in establishments. Factors other than changes in wage rates may influence the averages. The most

important of these are: changes in the number of employees in the plants, localities and provinces, modifications in survey coverage and reporting methods, and individual adjustments in rates based on merit or length of service.

### WAGE RATES FOR MALE LABOURERS IN MANUFACTURING 1955 AND 1956

NOTE.—The average wage rates for Canada and for the provinces are derived from many cities in addition to those shown in the table.

Locality	1955	1956	
	Average Rate Per Hour	Average Rate Per Hour	Predominant Range of Rates
	\$	\$	\$
Canada.....	1.34	1.42	.....
Newfoundland.....	1.15	1.19	.....
St. John's.....	1.14	1.08	1.00 - 1.17
Nova Scotia.....	1.09	1.14	.....
Halifax.....	1.09	1.18	.99 - 1.35
New Glasgow.....	.94	1.02	.89 - 1.18
Sydney.....	1.47	1.56	1.24 - 1.67
New Brunswick.....	1.13	1.17	.....
Moncton.....	1.21	1.25	.91 - 1.55
Saint John.....	1.05	1.07	.83 - 1.20
Quebec.....	1.23	1.29	.....
Hull.....	1.36	1.46	1.26 - 1.65
Joliette.....	.98	1.08	.88 - 1.19
Montreal.....	1.26	1.31	.90 - 1.56
Quebec.....	1.22	1.33	.97 - 1.67
Shawinigan Falls.....	1.50	1.65	1.62 - 1.70
Sherbrooke.....	.99	1.04	.85 - 1.15
Trois-Rivières.....	1.38	1.50	1.34 - 1.65
Victoriaville.....	.91	1.01	.85 - 1.09
Ontario.....	1.40	1.50	.....
Belleville.....	1.36	1.39	1.14 - 1.54
Brantford.....	1.35	1.37	1.20 - 1.55
Chatham.....	1.51	1.53	1.27 - 1.64
Cornwall.....	1.44	1.51	1.43 - 1.52
Fort William—Port Arthur.....	1.42	1.55	1.36 - 1.65
Galt.....	1.24	1.32	.95 - 1.50
Guelph.....	1.25	1.33	1.20 - 1.38
Hamilton.....	1.44	1.60	1.30 - 1.81
Kitchener.....	1.29	1.37	1.15 - 1.49
London.....	1.33	1.36	1.07 - 1.56
Niagara Falls.....	1.48	1.54	1.31 - 1.63
Orillia.....	1.00	1.10	.85 - 1.27
Oshawa.....	1.40	1.59	1.44 - 1.75
Peterborough.....	1.01	1.14	.90 - 1.52
St. Catharines.....	1.36	1.45	1.25 - 1.54
St. Thomas.....	1.43	1.55	1.35 - 1.75
Sarnia.....	1.30	1.33	1.22 - 1.40
Sault Ste. Marie.....	1.50	1.59	1.44 - 1.76
Sudbury.....	1.54	1.70	1.60 - 1.75
Thorold.....	1.74	1.81	.....
Toronto.....	1.54	1.64	1.55 - 1.70
Welland.....	1.34	1.45	1.18 - 1.63
Windsor.....	1.55	1.61	1.40 - 1.73
Woodstock.....	1.56	1.63	1.51 - 1.68
.....	1.30	1.42	1.36 - 1.53
Manitoba.....	1.27	1.31	.....
Winnipeg.....	1.26	1.30	1.05 - 1.54
Saskatchewan.....	1.27	1.33	.....
Regina.....	1.25	1.29	1.20 - 1.61
Saskatoon.....	1.33	1.38	1.22 - 1.61
Alberta.....	1.27	1.34	.....
Calgary.....	1.40	1.43	1.25 - 1.56
Edmonton.....	1.32	1.36	1.20 - 1.52
British Columbia.....	1.55	1.60	.....
Vancouver.....	1.55	1.61	1.50 - 1.70
Victoria.....	1.55	1.59	1.53 - 1.67



# PRICES AND THE COST OF LIVING

## Consumer Price Index, June 1957

The consumer price index (1949=100) influenced by higher food prices advanced 0.4 per cent from 121.1 to 121.6 between May and June. The increase in the first half of this year approximates one per cent, and the index stands 3.2 per cent above the level of a year ago. A year ago the index stood at 117.8\*.

Most of the May-June advance of 0.9 per cent in the food index, from 116.7 to 117.7, resulted from strength in all meats, notably pork, although higher prices for fresh fruits, some fresh vegetables and milk also contributed to the rise.

Declines in food prices were recorded for some canned and fresh vegetables and coffee. The shelter index rose 0.4 per cent from 134.2 to 134.8 reflecting like movements in both home-ownership and rent components. Rent changes in this period are influenced by the traditional May first moving date.

Other commodities and services rose fractionally from 126.3 to 126.5 as higher prices were reported for train and inter-urban bus fares, newspapers, pharmaceuticals and personal care items. Further seasonal declines in coal prices were more than sufficient to offset a scatter of minor increases in home furnishings, supplies, dry cleaning, laundry and shoe repairs, and the household operation index declined slightly from 119.2 to 119.1.

The clothing index also registered a small decrease from 108.5 to 108.4, as women's and children's wear were lower, and men's wear and footwear somewhat higher.

## Wholesale Prices, May 1957

The index of 30 industrial materials (1935-39=100) moved down slightly between the weeks of May 31 and June 21 from 242.2 to 240.0.

The change reflected price declines for domestic zinc, lead, copper, steers, white lead, spruce lumber, beef hides, galvanized steel sheets, tin, wheat, oats, bleached sulphite pulp, iron ore and raw cotton.

Increases occurred for steel scrap, hogs, raw rubber and raw sugar. As in recent months, strength in Canadian funds vis-à-vis the United States dollar has been a depressant for those items affected by this factor.

**Canadian farm product prices** at terminal markets remained practically unchanged during the period under review, moving down 0.3 per cent from 208.4 to 207.8. This movement of the total index reflected offsetting major group movements in which a decrease for field products from 156.1 to 154.8 was partially balanced by an increase in animal products from 260.7 to 260.9.

The decline in field products was due almost entirely to lower quotations on eastern markets for most grains, potatoes and hay. Rye advanced in both eastern and western Canada.

In animal products lamb prices advanced sharply, reflecting the introduction of spring lambs while lesser gains were registered by hogs, eggs and fluid milk. These were partially offset by decreases for calves, steers and eastern poultry and cheesemilk. Regionally, the eastern composite index moved down from 225.0 to 222.9 while the western series advanced from 191.9 to 192.7.

## City Consumer Price Indexes, May 1957

City consumer price indexes (1949=100) were higher in five of the ten regional cities between April and May 1957, unchanged in two, while indexes for three cities declined†. Changes ranged from increases of 0.6 per cent in St. John's and Toronto to a decline of 0.3 per cent in Halifax.

Higher prices were general in most of the ten regional cities for sugar, apples, fresh tomatoes, corn flakes and beef while coffee, tea, pork and orange juice were generally lower. Increases for automobile insurance rates and women's hairdressing were reported in most cities.

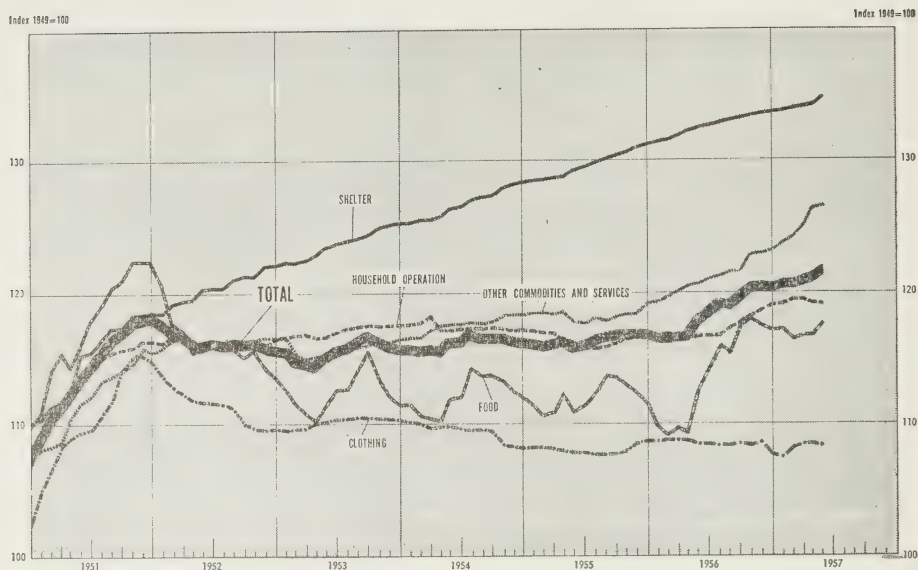
Regional consumer price index point changes between April and May were as follows: Toronto +0.8 to 125.0; St. John's +0.6 to 109.3‡; Ottawa +0.4 to 122.8; Edmonton-Calgary +0.4 to 118.1; Montreal +0.2 to 120.7; Halifax -0.3 to 119.1; Saint

\*See Table F-1 at back of book.

†See Table F-2 at back of book.

‡On base June 1951=100.

## CONSUMER PRICE INDEX FROM JANUARY 1951



John —0.2 to 121.9; Vancouver —0.2 to 122.0. Winnipeg and Saskatoon-Regina remained unchanged at 119.2 and 117.9 respectively.

### U.S. Consumer Price Index, May 1957

For the ninth month in a row, the United States consumer price index (1947-49=100) rose between mid-April and mid-May, climbing from 119.3 to 119.6. One year earlier it stood at 115.4. The last decline

occurred between mid-July and mid-August when the index decreased from 117.0 to 116.8.

### U.K. Index of Retail Prices, April 1957

The United Kingdom index of retail prices (Jan. 17, 1956=100) increased from 104.1 to 104.5 between mid-March and mid-April, after two successive declines. This new reading is the highest reached since revision of the index in January 1956.

## City Family Expenditures Averaged \$4,424 in 1955

City family expenditures in seven metropolitan areas across Canada averaged \$4,424 in 1955, according to a preliminary release on the results of a survey conducted by the Dominion Bureau of Statistics in the country's largest urban centres.

The survey covered families of two to six persons of specified family types and with incomes ranging from \$2,000 to \$6,500. Average family size was 3.22 persons and the number of families in the survey was 787.

Families in Halifax reported expenditures in 1955 of \$4,430; Montreal \$4,240; Toronto,

\$4,695; Kitchener-Waterloo, \$4,390; Winnipeg, \$4,110; Edmonton, \$4,492; and Vancouver, \$4,484.

Of the average dollar spent in the seven cities, 25.3 cents went for food. Housing, fuel, light and water took 17.1 cents, household operation 3.7 cents, furnishings and equipment 6.3 cents, clothing 8.6 cents, automobile 8.6 cents, medical care 4.4 cents, personal care 1.9 cents, recreation 4 cents, smoking and alcoholic drinks 3.9 cents, gifts and contributions 2.3 cents, personal taxes 5.6 cents, and security 4.1 cents.

# STRIKES AND LOCKOUTS

## May 1957

During May 1957, there were 40 work stoppages in existence and 30 of them began during the month. The total number of workers involved was 15,393; 14,051 in the work-stoppages that had begun in May and 1,342 in the stoppages that begun prior to the month. The total figure represents a substantial increase over the April figure of 8,022 but is slightly lower than the May 1956 total of 17,911.

The time-loss for the month was 144,700 man-days, compared with 51,820 in April 1957 and 136,520 in May of last year. The ten stoppages which began prior to May caused, during the month, a time-loss of 29,335 man-days. The 30 stoppages that started during the month caused a time-loss of 115,365 man-days.

Twenty-one stoppages in existence during May involved fewer than 100 workers; they covered a total of 893 workers and caused a time-loss of 8,895 man-days. A total of 1,835 workers were involved in 11 stoppages covering more than one hundred but less than five hundred workers. These stoppages caused a time loss of 14,865 man-days during the month. Eight stoppages covering 12,665 workers involved more than 500 workers in time-loss during May of 120,940 man-days.

Of the 40 stoppages in existence during May, 19 were concluded before the month's

end. Three of these, involving 192 workers, had started prior to May. Sixteen, covering 4,279 workers, began in May and caused a time-loss of 15,445 man-days.

At the end of May, seven stoppages which had started prior to the month were still in existence; these stoppages involved 1,150 workers and caused a time-loss of 28,680 man-days during the month. Fourteen of the 30 stoppages that began during May were still in existence at the end of the month. They involved 9,772 workers in time-loss of 99,830 man-days.

In Table G-1 at the back of this issue, comparisons are made between the numbers of strikes and lockouts in existence during the first five months of this year, and between the same months of last year. The approximate number of workers involved in these stoppages and the time-loss resulting from them are also compared on a monthly basis. The number of strikes and lockouts beginning during each month is also shown.

Table G-2 deals more specifically with the stoppages in existence during May 1957. Individual stoppages are listed by industry and by date showing the workers involved, the time lost, the major issues involved, and the main terms of settlement where applicable.

## Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 107

### Accident Prevention

1. SIMONDS, ROLLIN HEAD. *Safety Management; Accident Cost and Control*, by Rollin H. Simonds and John V. Grimaldi. Homewood, Ill., R. D. Irwin, 1956. Pp. 555.

Partial Contents: Responsibility for Accident Prevention. How to Find the Cost of Accidents in a Company. Statistical Data on Uninsured Costs. Locating and Defining Accident Sources. Electricity and Material



Handling and Storage. Environmental Control for Health. Personal Protective Equipment. Employee Selection, Placement, and Counselling. Employee Training Procedures. Psychological Aspects of Accident Prevention. Auxiliary Functions of the Safety Department. Control of Catastrophes.

2. TRANSPORTATION SAFETY ASSOCIATION OF ONTARIO. *Safe Practices and Standards for Stevedoring and Freight Handling Operations throughout Ports in the Province of Ontario*. Toronto, n.d., 1957? Pp. 38.

"A manual of safe practice rules for the prevention of personal injury and accidents to employees engaged in handling cargoes."

3. U.S. BUREAU OF LABOR STANDARDS. *The Manufacture of Brick, Tile and Kindred Products*. Washington, G.P.O., 1956. Pp. 22.

"This report presents the findings of an investigation made to determine what occupations in the manufacture of clay construction products and of silica refractory products are particularly hazardous for minors and should be subject to the 18 year age minimum."

## Automation

4. AMERICAN MANAGEMENT ASSOCIATION. *Administrative Automation through IDF (Integrated Data Proceeding) and EDP (Electronic Data Processing) including a Section on the Sylvania Data Processing Center*. New York, 1956. Pp. 72.

By means of integrated data processing and electronic data processing information can be gathered from the operating divisions of an establishment and quickly processed and distributed to the individual who must make the operating decision based on the information provided.

5. PHILLIPS, ALMARIN. *Automation; its Impact on Economic Growth and Stability*. Washington, American Enterprise Association, 1957. Pp. 36.

Effects of automation: (1) creates a demand for goods and services; (2) better products, higher total and per capita output, and opportunities for more leisure; (3) possible unemployment or retirement for some workers; (4) creates a demand for new skills; (5) may result in "maximum efficiency with large-scale operations" at the expense of small businesses.

6. PICARD, GERARD. *L'automation; rapport du président général, Congrès de la C.T.C.C., Septembre 1956, Montréal, P.Q.* Montreal, 1956. Pp. 35.

## Collective Bargaining

7. STURMTHAL, ADOLF FOX, ed. *Contemporary Collective Bargaining in Seven Countries*. Ithaca, N.Y., Institute of International Industrial and Labor Relations, Cornell University, 1957. Pp. 382.

Deals with collective bargaining in Great Britain, Norway, Holland, France, Germany, Italy and the United States.

8. U.S. BUREAU OF LABOR STATISTICS. *Collective Bargaining Clauses: Labor-Management Safety, Production, and Industry Stabilization Committees*. Washington, G.P.O., 1957. Pp. 35.

A study of collective bargaining agreement clauses providing for labor-management safety, production, and industry stabilization committees was undertaken for the following two reasons: (1) to examine the structure, procedures, and functions established for these committees; and (2) To find out the prevalence of such provisions among major agreements.

## Discrimination in Employment

9. CANADA. DEPARTMENT OF LABOUR. *Legislation for Fair Employment Practices in Action*. Ottawa, 1957. Pp. 8.

Explains the provisions of the Canada Fair Employment Practices Act of 1953.

10. CANADIAN LABOUR REPORTS. *These are Your Rights under Federal and Provincial Fair Employment Practices Legislation*. Rev. ed. Montreal, 1956. Pp. 10.

A worker is protected against discrimination in employment: (1) anywhere in Canada, if the job is in a business or factory under Federal jurisdiction; (2) if he lives in Ontario, Manitoba, Saskatchewan, Nova Scotia, New Brunswick and British Columbia all of which have laws; (3) if he works or is seeking employment in a firm which has a federal government contract.

## Economic Conditions

11. BROUILLETTE, BENOIT. *Les principales industries manufacturières du Canada*. Montreal, Ecole des hautes études commerciales, service de documentation économique, 1957. Pp. 109.

Discusses the following industries: food and drink, tobacco, rubber, leather, textiles, clothing, wood-pulp, paper, printing, iron and steel, transportation, non-ferrous metals, electrical appliances, non-metallic minerals, petroleum by-products, and, other products. Describes the economic characteristics of these industries and the geographical distribution of the plants manufacturing the products.

12. FALARDEAU, JEAN CHARLES. *Essais sur le Québec contemporain. Essays on Contemporary Quebec. Symposium du centenaire de l'Université Laval, sur les répercussions sociales de l'industrialisation dans la province de Québec tenu à l'Université Laval les 6 et 7 juin 1952*. Quebec, Les Presses universitaires Laval, 1953. Pp. 260.

Partial Contents: History of Industrial Development, by Albert Faucher and Maurice Lamontagne. Recent Industrial Growth. The State of Agriculture, by Charles Lemelin. Population Problems, by Nathan Keyfitz. The Changing Social Structures, by Jean-C. Falardeau. Political Trends, by H. Mason Wade. Le système scolaire, by Léon Lortie. Regards sur le Québec, by Everett-C. Hughes. Conditions de notre avenir, by Esdras Minville.

13. ORGANIZATION FOR EUROPEAN ECONOMIC COOPERATION. *Economic Conditions in Canada and the United States, 1956*. Paris, 1956. Pp. 29.

14. U.S. CONGRESS. JOINT COMMITTEE ON THE ECONOMIC REPORT. *1957 Joint Economic Report; Report of the Joint Economic Committee on the January 1957 Economic Report of the President with Supplemental and Dissenting Views and the Economic Outlook for 1957 and other Materials*. Prepared by the Committee Staff, 85th Cong., 1st sess. Washington, G.P.O., 1957. Pp. 66.

## Employment Management

15. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Merit Rating of Rank-and-File-Employees*. Washington, 1957. Pp. 30.

This study is based on replies from 140 companies. Over two-fifths of the companies have formed merit-rating plans for its rank-and-file employees. Many of the remaining firms have informal plans.

16. DAYKIN, WALTER LESLEY. *Management's Right to discharge Employees for Conduct off the Job*. Iowa City, Bureau of Labor and Management, College of Commerce, State University of Iowa, 1956. Pp. 18.

Reviews the decisions of arbitrators in cases of activities carried on by employees outside the plant. Some topics discussed are: garnishment, intoxication, gambling, fighting, and absence due to jail confinement.

17. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Time Off with Pay: Vacations, Holidays, Military Training, Election Day, Personal Absences, Canadian Practices*, by Harold Stieglitz. New York, 1957. Pp. 56.

Contains information based on a survey of practices in 301 companies in the United States employing almost two million workers. Includes chapter on industrial vacations and holidays in Canada.

## Engineers

18. ARMSBY, HENRY HORTON. *Engineering and Scientific Manpower; Organized Efforts to improve its Supply and Utilization*. Washington, U.S. Office of Education, 1956. Pp. 48.

Briefly describes the manpower activities of 14 nongovernmental organizations, nine federal agencies, and two Presidential committees.

19. ENGINEERS JOINT COUNCIL. *Raising Professional Standards and improving Employment Conditions for Engineers*. New York, 1956. Pp. 14.

Report recommends: (1) Management should use the services of engineers more effectively; (2) Engineers should feel they are part of management; (3) Management should treat engineers as professionals; (4) The engineer should have a professional attitude towards his work; (5) Engineering societies should promote proper recognition

of the profession; (6) Engineering schools should emphasize the characteristics of the profession.

20. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *Scientific and Engineering Manpower in Great Britain; a Report on the Number and Distribution of Scientists and Engineers now employed in Great Britain, and a Study of the Likely Trend in the Future Demand for Scientific and Engineering Manpower*. Prepared by the Ministry of Labour and National Service and the Advisory Council on Scientific Policy, Committee on Scientific Manpower. London, H.M.S.O., 1956. Pp. 28.

Contents: Present Distribution of Scientists and Engineers and Stated Requirements in 1959; Results of the Ministry of Labour Inquiry. The Long-Term Demand for Scientists and Engineers; Assessment by the Committee on Scientific Manpower.

21. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Engineering Union Contracts*, by James J. Bambrick, Jr., and Hermine Zagat, Division of Personnel Administration. New York, 1956. Pp. 99.

An analysis of 16 collective bargaining contracts between firms employing large numbers of engineers and several major engineering unions.

22. U.S. CONGRESS. JOINT COMMITTEE ON ATOMIC ENERGY. *Interim Report of the Subcommittee on Research and Development on the Shortage of Scientific and Engineering Manpower*. Washington, G.P.O., 1956. Pp. 6.

The Subcommittee on Research and Development recommends: "(1) Establishment of a federal mathematics scholarship award program; (2) Earlier identification of potentially ablest students; (3) Increased pay for high school teachers and greater flexibility in salary scales; (4) Federal contribution to private scholarship foundations; (5) Establishment of a national educational reserve; (6) Better utilization in private industry; (7) Better utilization in the armed services; (8) Aid to universities in training technical assistance representatives; (9) Marshaling free world's scientific resources; and (10) Atomic energy; Expansion of reactor training programs."

23. U.S. CONGRESS. JOINT COMMITTEE ON ATOMIC ENERGY. *Shortage of Scientific and Engineering Manpower. Hearings before the Subcommittee on Research and Development of the Joint Committee on Atomic Energy, Congress of the United States, Eighty-fourth Congress, Second Session*. Washington, G.P.O., 1956. Pp. 487.

The Subcommittees on Research and Development heard testimony on the shortage of scientists and engineers in the United States particularly in connection with the atomic energy program.

## Human Relations

*The following twenty-three papers were prepared as Background Papers for the Duke of Edinburgh's Study Conference on*

the Human Problems of Industrial Communities within the Commonwealth and Empire, held in Oxford in June 1956.

24. CASSON (SIR) HUGH. *The Look of Industry in Britain*. Oxford, Oxford University Press, 1956. Pp. 9.

An indictment of the ugly physical aspects of industrialization which have a psychological effect on the worker.

25. CROUDHURY, H. K. *The Plantation Workers of Malaya*. Oxford, Oxford University Press, 1956. Pp. 7.

The author, who is Financial Secretary of the Malayan National Union of Plantation Workers, describes the organization of Malayan plantation workers.

26. DARLING, FRANK FRASER. *Some Thoughts of an Ecologist on Industrialization*. Oxford, Oxford University Press, 1956. Pp. 6.

The author develops his contention that "... a modern concentrated industrial community is a group of people under pressures which they may not be able to sustain at the present stage of human evolution".

27. DESHMUKH, DURGABAI. *The New Dimensions of Woman's Life in India*. Oxford, Oxford University Press, 1956. Pp. 9.

Discusses the place of the woman worker in India.

28. ELKAN, WALTER. *Incentives in East Africa*. Oxford, Oxford University Press, 1956. Pp. 7.

The author points out the difference between African workers and European workers with regard to incentives.

29. FIRTH, RAYMOND WILLIAM. *Work and Community in a Primitive Society*. Oxford, Oxford University Press, 1956. Pp. 12.

The author says: "We can start with the idea that any working group has certain elementary requirements. These include *incentives* to attract members to the work; and *organization* which will distribute tasks and arrange for their co-ordination; a *leadership* which will take the initiative; *controls* which will apply a spur if need be; and *technical standards* to which the work must conform. Study of them throws light on what is a basic human situation common to men in all societies."

30. GAITSKILL, ARTHUR. *Planned Regional Development in Underdeveloped Countries; Reflections from Experience in the Gezira Scheme in the Sudan*. Oxford, Oxford University Press, 1956. Pp. 12.

"The Gezira Scheme in the Sudan is an irrigation project covering a million acres of land a little south of Khartoum. It is probably the largest peasant estate under one management in the free world." The author was formerly Chairman and Managing Director of the Sudan Gezira Board.

31. GARLAND, T. O. *Health, Welfare and Safety in New Zealand*. Oxford, Oxford University Press, 1956. Pp. 6.

The author elaborates on the theme that "welfare services imposed from above may be one more factor in the conflict between the individual and the group".

32. HAMILTON, J. A. *Problems of training for Industrialization in the Gold Coast*. Oxford, Oxford University Press, 1956. Pp. 8.

The author explains the problems involved in training workers for industry on the Gold Coast.

33. HARDING, DENYS WYATT. *Values in an Industrial Society*. Oxford, Oxford University Press, 1956. Pp. 6.

The author points out that "... industry is only one segment of a community whose range of interest is wide and whose values and potential satisfactions extend far beyond anything that industry as such can compass".

34. HOCK, LIM YEW. *Problems of Trade-Union Growth*. Oxford, Oxford University Press, 1956. Pp. 7.

The author is Minister of Labour and Welfare in Singapore. He describes labour union problems which have arisen in Singapore since World War II.

35. JENNINGS, (SIR) WILLIAM IVOR. *The Changing Quality of Political Life*. Oxford, Oxford University Press, 1956. Pp. 7.

The author points out, among other things, that industrialization has increased the urban proletariat which has resulted in a transfer of political power.

36. JEPHCOTT, PEARL. *Going Out to work; a Note on the Adolescent Girl in Britain*. Oxford, Oxford University Press, 1956. Pp. 7.

Describes the entry of young women into the labour market and their attitude towards work; suggests the probable future of the girls; suggests some means of helping the working girls to get more benefit from their jobs.

37. LEWIS, WILLIAM ARTHUR. *Some Economic and Social Problems of Transition to an Industrial Economy*. Oxford, Oxford University Press, 1956. Pp. 8.

Discusses industrialization as it concerns the following topics: (1) changes in land tenure; (2) the growth of working for wages; (3) urbanization; (4) saving and investment; (5) competition; (6) the growth of population; (7) an increase in taxation and in government activity.

38. MACE, CECIL ALEC. *The Will to work*. Oxford, Oxford University Press, 1956. Pp. 6.

Discusses findings of industrial psychologists on motives for working.

39. MADAN, M. D. *Factory and Community; Three Case Studies*, by M. D. Madan, Elmer Luchterhand and R. L. Prain. Oxford, Oxford University Press, 1956. 3 parts.

Contents: (1) The Tata Steel Works at Jamshedpur, by M. D. Madan; (2) Social Planning and Adjustment at Kitimat, by Elmer Luchterhand; and (3) The Stabilization of Labour in the Rhodesian Copperbelt, by R. L. Prain.

These three papers discuss the relationship between employer and employees in company towns remote from established communities.

40. MITCHELL, JAMES CLYDE. *Africans in Industrial Towns in Northern Rhodesia*. Oxford, Oxford University Press, 1956. Pp. 9.



Discusses the changes in social relationships among native African workers in the towns.

41. NICOL, DAVIDSON. *Some Notes on the Impact of Industrialization and Science on Morality and Religion*. Oxford, Oxford University Press, 1956. Pp. 9.

The author, a medical scientist engaged on research work at Cambridge University, discusses some of the changes in social morality which industrialization is causing in West Africa and considers some of the effects of science and industrialization in Africa and in Western civilization, with particular reference to education.

42. SHERLOCK, PHILIP MANDERSON. *Aims and Priorities in Education*. Oxford, Oxford University Press, 1956. Pp. 6.

The author discusses the problem of whether to give priority to primary, secondary, technical, university and adult education when resources of men and money are scarce. He speaks with reference to the British West Indies because he is Vice-Principal and Director of Extra-Mural Studies, University College of the West Indies.

43. STEVENS, SIAKA. *The West African Miner*. Oxford, Oxford University Press, 1956. Pp. 6.

A survey of the West African miner with particular reference to labour force, trade unionism, safety, health and welfare, living conditions, technical education and social security.

44. TOOMBS, FARRELL CHESLEY. *The Contribution of the Social Scientist to Management*. Oxford, Oxford University Press, 1956. Pp. 9.

The author states, "the essential contribution of social science to management is the suggestion of useful ways for thinking and speaking about human affairs".

45. WEICKHARDT, LEONARD WILLIAM. *Human Problems of the Large Enterprise*. Oxford, Oxford University Press, 1956. Pp. 10.

Among various aspects of management the author touches briefly on leadership, training, discipline, participation, communications, specialist assistance, decentralization, and delegation.

46. WORTHINGTON, E. B. *The Use of Science in Underdeveloped Countries*. Oxford, Oxford University Press, 1956. Pp. 6.

The author states that in the backward countries of Africa scientific methods are often handicapped by the conservatism of the majority of the population.

## Industrial Relations

47. AMERICAN MANAGEMENT ASSOCIATION. *Progress in Labor-Management Relations*. New York, 1956. Pp. 68.

Partial Contents: Forecasting Tomorrow's Industrial Relations. Trends and Problems in Industrial Relations. Supplemental Unemployment Benefits: The Operational Problems. The National Labour Relations Board: its Functions and Philosophy.

48. EMPLOYERS' ASSOCIATION OF CHICAGO. *Industrial Relations Survey, 1956*. Chicago, 1956. Pp. 46.

49. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. *Labour Relations and Working Conditions in Britain*. Rev. ed. London, 1956. Pp. 56.

Contents: Industrial Relations, Working Conditions in Practice. Human Relations in Industry.

## Labour Supply

50. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *The Secondary Labor Force and the Measurement of Unemployment*, by Richard C. Wilcock. Urbana, 1957. Pp. 167-210.

The author suggests that it is possible to differentiate between regular and temporary workers in compiling labor force statistics and thus contribute to the analysis and understanding of employment and unemployment fluctuations in the American economy.

51. JAPAN. PRIME MINISTER'S OFFICE. BUREAU OF STATISTICS. *Labor Force Survey of Japan*. Tokyo, 1956. Pp. 37.

52. QUEBEC (CITY). UNIVERSITÉ LAVAL. DÉPARTEMENT DES RELATIONS INDUSTRIELLES. *La stabilité de l'emploi*, par Gérard Dion (et d'autres) Québec, Les Presses universitaires de Laval, 1956. Pp. 162.

Proceedings of the Eleventh Congrès des relations industrielles, held in Quebec City, April 16 and 17, 1956.

Partial Contents: Prospérité économique et paradoxe de l'emploi, par Charles Lemelin. Le chômage structural et cyclique, par René Tremblay. Le chômage saisonnier et frictionnel, par Jean-Marie Martin et Jacques St-Laurent. Implications sociologiques de l'instabilité de l'emploi, par Fernand Dumont. L'expérience canadienne: le secteur privé de l'entreprise, par Eugene Forsey, R. B. MacPherson et W. M. Berry. Aspect normatif de la stabilité de l'emploi, par Maurice Tremblay.

53. STIGLER, GEORGE JOSEPH. *Trends in Employment in the Service Industries*. Princeton, Princeton University Press, 1956. Pp. 167.

Analyzes employment trends since 1870 in the service industries, which include retail and wholesale trade, finance, real estate, the professions, domestic and personal services, government, banking, entertainment and recreation services, hotel industry, etc.

## Labouring Classes

54. DALE, LEON ANDREW. *Marxism and French Labor*. 1st ed. New York, Vantage Press, 1956. Pp. 273.

The author points out that the French labor movement since its beginning has been at the mercy of the government, employers and political parties. At the present time the communists control the French labor movement and have weakened it.

55. FABIAN SOCIETY. *Plan for Industrial Pensions*, by a Group of Trade Unionists. Preface by Margaret Cole. London, 1957. Pp. 11.

The authors of this pamphlet state that the industrial pensions presently paid in

Great Britain are inadequate. They recommend "the introduction of a compulsory National Industrial Pension Plan which would be financed out of contributions varying according to income". The plan is outlined.

56. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Labor Patterns and Trends*, by Solomon B. Levine. Urbana, 1957. Pp. 102-112.

A survey of the trade union movement in Japan.

57. McMURRAY, DONALD LE CRONE. *The Great Burlington Strike of 1888: a Case History in Labor Relations*. Cambridge, Harvard University Press, 1956. Pp. 377.

The Burlington Strike of 1888 involved the Chicago, Burlington and Quincy Railroad Company and the Brotherhood of Locomotive Engineers and the Brotherhood of Locomotive Firemen. The strike lasted from February 27, 1888, to January 8, 1889. The strikers were asking for more money and better working conditions and more considerate treatment from some of their bosses.

58. NEWFOUNDLAND FEDERATION OF LABOUR. *Journal of Proceeding, 20th Annual Convention*, by W. Frank Chafe, July 16th-21st, 1956. St. John's, 1956. Pp. 3-21.

59. U.S. BUREAU OF APPRENTICESHIP. *National Apprenticeship and Training Standards for Glaziers and Glassworkers adopted by the National Joint Glaziers and Glassworkers' Apprenticeship Committee, representing the Employers in the Glass and Glazing Industry and the Brotherhoods of Painters, Decorators, and Paperhangers of America, in Conformance with the Fundamentals recommended by the Federal Committee on Apprenticeship*. Washington, G.P.O., 1955. Pp. 28.

60. U.S. BUREAU OF LABOR STANDARDS. *Annual Digest of State and Federal Labor Legislation, October 1, 1954 to December 31, 1955, January 1, 1956 to October 15, 1956*. Washington, G.P.O., 1956. Pp. 287.

## Office Management

61. AMERICAN MANAGEMENT ASSOCIATIONS. *Engineering for Paperwork Control, including a Paper on Integrated Procedures Control*. New York, 1956. Pp. 56.

Contents: Office Investments. When are they justified? Objectives and Techniques of Forms Control. Integrated Procedures Control: a New System for Analysis, Measurement, and Control of Office Work. Records Retention and Disposal: The Engineering Approach.

62. AMERICAN MANAGEMENT ASSOCIATION. *New Dimensions in Office Management*. New York, 1956. Pp. 46.

Contents: Office Management and the Challenge of an Expanding Economy. Bringing Office Service Management up to Date. Making Constructive Use of the Office Grapevine. Employee Roundup-Western Style. (Describes how employees of Western Union Telegraph

Company in Chicago were encouraged to refer their friends to the company for employment during a labour shortage). The Art in Scientific Management.

63. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Operations Research; What it is; How it is conducted; What it offers Business*, by Lawrence C. Lockley. New York, 1957. Pp. 20.

"In simplest terms, operations research can be defined as research into the relationships and functions of an organized activity. The purpose, when applied to business problems, is generally how to use the resources on hand so as to achieve optimum results."

## Older Workers

64. CLARK, FREDERICK LE GROS. *Bus Workers in Their Later Lives; a Study of the Employment of 300 Drivers and Conductors from the Age of 60 Onwards*. London, Nuffield Foundation, 1957. Pp. 26.

"It is... characteristic of service on the buses that drivers and conductors have usually to carry out their full duties or else transfer to some alternate job." It is sometimes difficult for the employer to find sufficient alternate jobs for bus drivers who have to give up their regular jobs because of health or other reasons.

65. FEDERATION EMPLOYMENT AND GUIDANCE SERVICE, NEW YORK. *Memo to Mature Workers re: How to get a Job*. New York? New York State Joint Legislative Committee on Problems of the Aging, n.d., 1957? Pp. 16.

66. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Studies of the Aged and Aging; Selected Documents*. Washington, G.P.O., 1956-1957. 9 volumes.

Contents: v.1. Federal and State Activities. v.2. Health and Health Services. v.3. Income and Income Maintenance. v.4. Employment. v.5. Public and Private Services for Older People: Rehabilitation, Housing and Living Arrangements, Education, Community Services. v.6. Care of the Aging by the Veterans Administration. v.7. Guide to Significant Publications. v.8. Population: Current Data and Trends. v.9. Research, Demonstration and Training.

67. U.S. LIBRARY OF CONGRESS. LEGISLATIVE REFERENCE SERVICE. *Studies of the Aged, and Aging; Summary of Federal Legislation relating to Older Persons*, prepared for the Committee on Labour and Public Welfare, United States Senate. Washington, G.P.O., 1957. Pp. 34.

## Productivity of Labour

68. GREENBERG, LEON. *Productivity; Prospective Trends and Historical Factors*. (An address) before the Dartmouth Conference on Economic Growth, Dartmouth College, Hanover, N.H., June 21, 1956. Washington? U.S. Dept. of Labor, 1956. Pp. 15.

69. PRODUCTIVITY CONFERENCE, LONDON, 1957. *The London Productivity Conference; the Record of a Meeting...* Church House, Westminster, 1 March, 1957. London, British Productivity Council, 1957. Pp. 42.

Some of the topics dealt with were: the work of the British Productivity Council, trade union education and training courses, action by employers' organizations to increase productivity in their own industries, local productivity committee activities and the role of the technical colleges.

### Social Security

70. INTERNATIONAL LABOUR OFFICE. *Systems of Social Security, Great Britain.* Geneva, 1957. Pp. 73.

Describes the five main social security schemes in Great Britain which are: "(a) National insurance, providing the benefits normally covered by social insurance other than employment injury benefit; (b) Industrial injuries insurance, providing for employment injury benefit; (c) Family allowances; (d) National assistance, providing assistance, normally in cash, in case of need; (e) The National health service, providing treatment in every condition requiring medical care".

71. U.S. WOMEN'S BUREAU. *What Social Security means to Women.* Washington, G.P.O., 1957. Pp. 25.

Contents: Women's Stake in Social Security. Old-Age and Survivors Insurance. Workers brought under OASI since 1950. What OASI means to—Employed Women, Self-Employed Women, Working Wives, Women Who Employ Others, Women Who Support Others, Women Dependent on Insured Workers, Older Women. Your Social Security Account.

### Wages and Hours

72. CONFERENCE ON SHORTER HOURS OF WORK, WASHINGTON, D.C., 1956. *The Shorter Work Week. Papers delivered at the Conference on Shorter Hours of Work sponsored by the American Federation of Labor and Congress of Industrial Organizations.* Washington, Public Affairs, 1957. Pp. 96.

Contents: Labor's Basic Position, by George Meany. Historical Background, by George Brooks. Comments on Paper by George Brooks. The Worker's Viewpoint, by Woodrow L. Ginsburg and Ralph Bergmann. Economic Considerations, by Nat Goldfinger. Comments on Papers by Nat Goldfinger and by Woodrow L. Ginsburg and Ralph Bergmann. Recent Accomplishments, by Seymour Brandwein. Which Way to Greater Leisure? By Pete Henle. Comments on Papers by Seymour Brandwein and Peter Henle.

73. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Clerical Salary Survey.* New York, 1957. Pp. 32.

This study, which covers salaries in 13 clerical jobs in 20 American cities is based on a survey of nearly 80,000 clerical employees of 953 plants.

74. U.S. BUREAU OF LABOR STATISTICS. *Union Wages and Hours: Motortruck Drivers and Helpers, July 1, 1956 and Trend 1936-56.* Washington, G.P.O., 1957. Pp. 32.

"The information presented in this report was based on union scales in effect on July 1, 1956 and covered approximately 260,000 drivers and 38,000 helpers in 52 cities with populations of 100,000 or more."

75. U.S. BUREAU OF LABOR STATISTICS. *Wages and Related Benefits, 17 Labor Markets, 1955-56: Occupational Earnings, Earnings Trends, Intercity Comparisons, Occupational Wage Relationships, Supplementary Practices.* Washington, G.P.O., 1956.

Besides information on occupational earnings, this bulletin includes information on shift operations and differentials, weekly work schedules, and supplementary wage benefits such as paid vacations and paid holidays.

### Workmen's Compensation

76. MANITOBA. WORKMEN'S COMPENSATION BOARD. *Report for 1956.* Winnipeg, 1957. Pp. 31.

77. NOVA SCOTIA. WORKMEN'S COMPENSATION BOARD. *Report for 1956.* Halifax, Queen's Printer, 1957. Pp. 26.

### Miscellaneous

78. CANADIAN COUNCIL OF FOREMEN'S CLUBS. *The Organization and Program of a Community Foreman's Club; a Manual of the Canadian Council of Foremen's Clubs affiliated with the Y.M.C.A.* Toronto, 1956. Pp. 31.

Partial Contents: The Values of a Foreman's Club. How to organize a Foreman's Club. Club Meeting Techniques. The Club Meeting Program. Educational Activities sponsored by Clubs.

79. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. *Technological Education in Britain.* London, 1956. Pp. 36.

Describes provisions made in Britain for training in engineering and in the applied science such as industrial chemistry and applied physics.

80. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *The Medical Laboratory Technician.* 2d ed. London, H.M.S.O., 1957. Pp. 16.

Describes the job of the medical laboratory technician, the necessary professional training and personal qualities and the openings and salaries.

81. GREAT BRITAIN. CIVIL SERVICE COMMISSION. *Civil Service Posts for Graduates.* 3d ed. London, H.M.S.O., 1956.

Describes the work done in some of the permanent positions open to university graduates in the British Civil Service.



# LABOUR STATISTICS

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## A—Labour Force

**TABLE A-1.—REGIONAL DISTRIBUTION WEEK ENDED APRIL 20 1957**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,748	104	430	1,625	2,130	985	474
Agricultural.....	712	*	42	175	181	293	21
Non-Agricultural.....	5,036	104	388	1,450	1,949	692	453
Males.....	4,381	83	339	1,261	1,557	785	356
Agricultural.....	687	*	40	171	173	283	20
Non-Agricultural.....	3,694	83	299	1,090	1,384	502	336
Females.....	1,367	21	91	364	573	200	118
Agricultural.....	25	*	*	*	*	10	*
Non-Agricultural.....	1,342	21	89	360	565	190	117
All Ages.....	5,748	104	430	1,625	2,130	985	474
14—19 years.....	520	15	41	191	168	73	32
20—24 years.....	722	17	54	232	247	122	50
25—44 years.....	2,653	45	188	750	992	456	222
45—64 years.....	1,624	25	126	404	629	288	152
65 years and over.....	229	*	21	48	94	46	18
<i>Persons with Jobs</i>							
All status groups.....	5,442	91	382	1,498	2,059	957	455
Males.....	4,102	70	294	1,142	1,498	759	339
Females.....	1,340	21	88	356	561	198	116
Agricultural.....	706	*	42	173	180	291	20
Non-Agricultural.....	4,736	91	340	1,325	1,879	666	435
Paid Workers.....	4,286	80	299	1,189	1,730	597	391
Males.....	3,059	61	221	861	1,211	421	284
Females.....	1,227	19	78	328	519	176	107
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	306	13	48	127	71	28	19
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,178	159	465	1,476	1,649	945	484
Males.....	1,049	53	102	265	310	202	117
Females.....	4,129	106	363	1,211	1,339	743	367

\* Less than 10,000.

**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended April 20, 1957		Week Ended March 16, 1957		Week Ended April 21, 1956	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for work.....	321	305	360	333	274	255
Without Jobs.....	306	292	343	318	257	240
Under 1 month.....	76	—	77	—	57	—
1—3 months.....	108	—	161	—	96	—
4—6 months.....	102	—	91	—	81	—
7—12 months.....	12	—	10	—	14	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	15	13	17	15	17	15
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	11	*	12	10	12	11

<sup>(1)</sup> To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

\* Less than 10,000.

**TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	68,269
1954 Total.....	3,849	28,419	83,029	26,638	12,292	154,227	64,551
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,946	56,828
1956 Total.....	3,029	31,396	90,662	17,957	17,930	164,857 <sup>(1)</sup>	89,541
1956 1st Three Months.....	644	3,643	10,209	2,111	2,356	18,963	10,077 <sup>(2)</sup>
1957 1st Three Months.....	1,407	12,798	32,157	7,669	8,429	62,460	36,224 <sup>(2)</sup>

<sup>(1)</sup> Total includes 3,883 whose destination is not specified.<sup>(2)</sup> Males (All Ages).**TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping Logging and Mining	Manufacturing Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,933	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1955 Total.....	8,563	5,775	1,190	2,146	9,588	7,036	514	15,117	7,687	371	57,987
1956 Total.....	10,339	9,492	2,255	3,823	13,800	7,500	1,649	29,264	12,482	435	91,039
1956 1st Three Months.....	1,512	1,050	240	476	1,976	1,144	75	2,770	1,268	51	10,562
1957 1st Three Months.....	4,001	3,739	1,249	1,577	3,990	2,191	682	13,436	4,681	167	35,713

## B—Labour Income

### TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supple- mentary Labour Income	Total
1949 Average.....	49	214	47	169	147	21	647
1950 Average.....	55	231	47	180	156	24	693
1951 Average.....	72	272	52	208	178	28	810
1952 Average.....	76	303	63	233	199	32	906
1953 Average.....	73	329	70	252	217	35	976
1954 Average.....	73	323	69	261	239	35	1,000
1955 Average.....	77	342	78	278	256	37	1,068
1956 Average.....	87	379	93	307	283	41	1,190
1956—April.....	68	371	79	291	277	40	1,126
May.....	78	377	92	301	281	40	1,169
June.....	89	381	105	311	288	41	1,215
July.....	95	382	105	317	281	43	1,223
August.....	98	382	108	319	286	43	1,236
September.....	99	392	110	324	299	44	1,268
October.....	104	394	114	324	294	43	1,273
November.....	98	397	101	325	300	44	1,265
December.....	96	397	90	327	295	43	1,248
1957—January.....	87	384	76	310	298	42	1,197
February.....	85	389	74	316	299	42	1,205
March.....	77	393	73	317	302	43	1,205
April.....	73	395	82	324	300	43	1,217

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At March 1, employers in the principal non-agricultural industries reported a total employment of 2,666,784.

### TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
								\$
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1956—Mar. 1.....	113.2	167.3	147.1	63.20	112.3	168.5	149.1	65.57
April 1.....	113.5	168.4	147.6	63.43	113.4	171.2	150.1	66.02
May 1.....	115.2	172.3	148.8	63.93	114.1	174.2	151.7	66.70
June 1.....	119.7	179.0	148.8	63.93	115.4	175.6	151.1	66.46
July 1.....	124.2	187.6	150.3	64.56	118.0	180.6	152.1	66.89
Aug. 1.....	125.4	189.9	150.8	64.77	117.9	179.2	151.1	66.44
Sept. 1.....	125.7	191.0	151.3	65.01	118.0	180.1	151.7	66.71
Oct. 1.....	125.9	194.5	153.8	66.07	118.6	184.4	154.6	67.97
Nov. 1.....	126.2	195.4	154.2	66.24	118.6	185.9	155.9	68.53
Dec. 1.....	125.7	194.3	153.9	66.11	118.0	185.6	156.4	68.78
1957—Jan. 1.....	121.4	180.3	148.0	63.58	114.8	171.7	148.8	65.44
Feb. 1.....	118.6	184.7	155.2	66.66	115.1	182.0	157.3	69.17
Mar. 1.....	118.0	185.7	156.8	67.37	115.0	182.3	157.7	69.33

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).



**TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Mar. 1 1957	Feb. 1 1957	Mar. 1 1956	Mar. 1 1957	Feb. 1 1957	Mar. 1 1956
<b>(a) Provinces</b>						
Newfoundland.....	114.6	119.7	119.5	60.74	59.44	55.58
Prince Edward Island.....	95.3	113.2	125.7	52.02	46.74	44.40
Nova Scotia.....	97.8	99.9	100.4	56.37	55.40	52.43
New Brunswick.....	103.1	106.4	105.4	59.05	57.51	55.01
Quebec.....	117.6	118.0	112.1	64.97	64.16	60.83
Ontario.....	120.9	121.5	115.5	69.67	69.39	65.67
Manitoba.....	106.2	106.1	102.8	62.76	62.46	59.79
Saskatchewan.....	112.6	113.6	107.1	64.70	63.84	59.67
Alberta (including Northwest Territories).....	144.1	145.4	132.0	69.75	68.80	65.53
British Columbia (including Yukon).....	115.4	113.9	110.9	72.84	71.09	68.13
<b>Canada.....</b>	<b>118.0</b>	<b>118.6</b>	<b>113.2</b>	<b>67.37</b>	<b>66.66</b>	<b>63.20</b>
<b>(b) Metropolitan Areas</b>						
St. John's.....	113.0	111.8	112.0	49.26	48.51	46.27
Sydney.....	92.2	92.3	89.1	66.84	67.88	63.51
Halifax.....	120.4	119.4	117.0	54.85	54.40	52.26
Saint John.....	112.2	108.4	106.1	52.80	52.11	51.99
Quebec.....	105.6	105.2	103.7	55.42	54.61	52.40
Sherbrooke.....	109.4	109.3	104.3	57.64	57.89	53.96
Three Rivers.....	112.0	111.3	106.7	63.00	63.08	58.57
Drummondville.....	77.2	76.6	78.0	57.38	57.28	54.47
Montreal.....	120.7	120.4	114.0	65.28	64.96	61.60
Ottawa—Hull.....	115.5	115.7	113.4	60.34	59.90	58.13
Peterborough.....	109.1	109.7	96.4	74.18	74.02	66.79
Oshawa.....	173.4	174.3	159.9	69.27	75.12	71.97
Niagara Falls.....	118.9	119.7	114.4	76.73	77.84	72.10
St. Catharines.....	124.2	125.5	115.9	77.33	78.38	71.73
Toronto.....	129.3	129.2	124.0	70.19	69.63	66.44
Hamilton.....	113.7	113.0	108.8	73.89	73.41	67.91
Brantford.....	86.2	86.8	90.4	63.60	63.69	62.71
Galt.....	113.7	112.2	105.5	60.86	60.58	57.75
Kitchener.....	113.2	113.9	105.5	63.58	62.38	60.04
Sudbury.....	138.7	139.2	131.1	82.87	82.73	77.95
London.....	118.7	119.1	113.8	63.12	62.11	60.75
Sarnia.....	130.7	129.3	124.6	80.13	81.08	78.07
Windsor.....	103.1	105.8	107.9	72.62	73.53	72.39
Sault Ste. Marie.....	129.8	129.6	117.7	84.50	83.37	78.12
Ft. William—Pt. Arthur.....	104.0	107.0	103.6	67.57	66.33	64.13
Winnipeg.....	103.1	103.8	102.1	59.67	59.02	56.66
Regina.....	112.5	114.4	108.2	61.21	60.46	57.39
Saskatoon.....	114.4	116.0	108.4	59.15	57.47	56.21
Edmonton.....	167.2	170.0	153.8	64.97	65.20	60.27
Calgary.....	153.1	153.2	139.9	64.36	63.62	61.45
Vancouver.....	116.0	115.7	109.3	70.53	69.77	65.44
Victoria.....	117.5	117.2	113.1	64.97	63.35	61.44

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY  
WAGES AND SALARIES**

(1949 = 100)      (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Mar. 1 1957	Feb. 1 1957	Mar. 1 1956	Mar. 1 1957	Feb. 1 1957	Mar. 1 1956
<b>Mining</b> .....	<b>124.5</b>	<b>124.1</b>	<b>115.9</b>	<b>83.35</b>	<b>82.51</b>	<b>77.43</b>
Metal mining.....	131.4	130.5	119.8	85.72	84.32	79.21
Gold.....	76.2	76.4	76.3	71.92	71.40	70.41
Other metal.....	182.8	181.0	160.4	91.09	89.41	83.11
Fuels.....	113.2	113.3	107.8	82.58	82.54	77.18
Coal.....	64.4	66.0	71.2	63.25	66.27	63.77
Oil and natural gas.....	292.6	287.6	229.7	98.23	96.26	91.02
Non-metal.....	127.7	127.7	123.8	74.29	74.02	70.24
<b>Manufacturing</b> .....	<b>115.0</b>	<b>115.1</b>	<b>112.3</b>	<b>69.33</b>	<b>69.17</b>	<b>65.57</b>
Food and beverages.....	99.5	100.0	98.0	62.05	61.05	58.84
Meat products.....	117.0	118.8	115.7	71.03	71.10	66.12
Canned and preserved fruits and vegetables.....	72.4	77.3	67.6	58.13	55.98	55.02
Grain mill products.....	103.0	102.4	101.9	64.02	64.00	61.29
Bread and other bakery products.....	106.0	106.4	107.0	58.28	57.19	54.80
Biscuits and crackers.....	87.5	88.2	89.1	50.42	50.03	49.23
Distilled and malt liquors.....	98.3	96.5	99.8	77.50	76.49	73.82
Tobacco and tobacco products.....	111.9	110.8	102.0	59.08	59.20	54.57
Rubber products.....	113.3	113.9	110.0	71.56	71.74	66.40
Leather products.....	90.9	89.6	91.7	48.92	48.04	46.02
Boots and shoes (except rubber).....	95.2	93.5	94.9	46.63	45.99	44.03
Textile products (except clothing).....	87.9	88.3	88.3	55.93	55.91	53.48
Cotton yarn and broad woven goods.....	88.4	88.7	90.5	52.94	52.65	51.36
Woolen goods.....	73.6	74.9	74.0	53.13	53.61	51.54
Synthetic textiles and silk.....	87.5	87.2	88.8	61.51	61.89	58.81
Clothing (textile and fur).....	96.7	95.4	97.0	45.73	45.30	43.61
Men's clothing.....	103.2	101.9	101.1	44.80	44.05	42.36
Women's clothing.....	98.3	95.7	98.2	47.17	47.15	44.86
Knit goods.....	83.4	83.2	84.5	45.24	45.16	43.87
Wood products.....	102.7	101.1	105.3	59.58	56.73	57.08
Saw and planing mills.....	100.8	98.3	106.2	61.43	57.28	59.10
Furniture.....	112.7	112.3	109.4	57.80	57.10	54.79
Other wood products.....	93.1	93.1	93.6	54.25	53.21	51.53
Paper products.....	121.6	121.5	118.0	81.31	81.49	76.95
Pulp and paper mills.....	123.4	122.8	119.8	87.43	87.92	82.81
Other paper products.....	117.4	118.2	113.6	65.40	64.95	61.82
Printing, publishing and allied industries.....	118.1	118.3	113.3	73.68	73.17	70.42
Iron and steel products.....	115.2	114.4	108.9	78.14	78.07	73.75
Agricultural implements.....	68.1	59.6	70.4	76.48	76.35	74.72
Fabricated and structural steel.....	167.3	166.1	141.3	80.91	79.72	76.49
Hardware and tools.....	100.8	100.9	107.8	71.16	71.41	68.93
Heating and cooking appliances.....	100.0	102.6	104.6	67.24	66.08	63.71
Iron castings.....	105.5	107.0	106.1	75.81	75.77	72.41
Machinery mfg.....	128.6	129.0	114.0	75.99	76.31	72.58
Primary iron and steel.....	126.5	125.7	116.5	88.08	88.34	81.04
Sheet metal products.....	108.3	108.7	107.7	74.09	73.77	69.74
Transportation equipment.....	144.1	147.9	141.8	75.66	76.45	72.35
Aircraft and parts.....	380.7	376.8	349.8	82.49	81.03	77.37
Motor vehicles.....	128.0	142.7	144.5	75.80	79.23	77.96
Motor vehicle parts and accessories.....	118.5	122.1	117.5	74.61	77.40	69.44
Railroad and rolling stock equipment.....	93.4	96.0	88.9	71.41	71.29	65.60
Shipbuilding and repairing.....	158.9	153.2	147.7	71.27	71.49	67.39
Non-ferrous metal products.....	131.2	131.5	126.2	78.27	78.42	74.03
Aluminum products.....	135.4	137.8	127.9	74.53	73.37	69.11
Brass and copper products.....	108.7	109.2	113.8	72.71	73.21	71.42
Smelting and refining.....	156.1	156.0	146.2	84.61	85.07	80.13
Electrical apparatus and supplies.....	153.1	153.4	146.0	75.10	75.68	70.50
Non-metallic mineral products.....	122.6	123.4	125.5	71.78	72.27	68.14
Clay products.....	90.8	93.6	103.6	69.04	68.16	64.99
Glass and glass products.....	127.6	128.1	130.7	68.02	70.33	66.05
Products of petroleum and coal.....	135.1	134.8	126.6	95.15	97.02	93.35
Chemical products.....	129.2	128.5	124.0	77.63	77.08	72.34
Medicinal and pharmaceutical preparations.....	115.7	115.1	114.7	70.28	70.02	67.49
Acids, alkalis and salts.....	139.0	136.7	127.3	87.65	87.36	80.10
Miscellaneous manufacturing industries.....	111.3	110.2	104.0	59.80	59.72	56.39
<b>Construction</b> .....	<b>112.7</b>	<b>113.9</b>	<b>101.9</b>	<b>74.36</b>	<b>72.94</b>	<b>67.32</b>
Building and general engineering.....	126.3	127.3	111.2	80.22	78.93	72.81
Building.....	133.1	134.6	116.3	79.76	78.65	72.48
Engineering work.....	98.1	97.5	89.3	82.79	80.49	74.65
Highways, bridges and streets.....	91.1	92.3	87.1	61.38	59.74	56.03
<b>Service</b> .....	<b>124.6</b>	<b>124.9</b>	<b>115.9</b>	<b>41.93</b>	<b>44.36</b>	<b>42.48</b>
Hotels and restaurants.....	117.8	118.2	109.6	37.77	37.08	36.30
Laundries and dry cleaning plants.....	108.7	109.3	103.6	39.84	39.43	38.26
Other service.....	167.7	167.4	153.7	65.42	65.11	60.90
<b>Industrial composite</b> .....	<b>118.0</b>	<b>118.6</b>	<b>113.2</b>	<b>67.37</b>	<b>66.66</b>	<b>63.20</b>

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners)      SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)  
(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	April 1, 1957	March 1, 1957	April 1, 1956	April 1, 1957	March 1, 1957	April 1, 1956
Newfoundland.....	43.1	43.2	41.8	156.0	150.3	145.6
Nova Scotia.....	41.5	40.7	40.5	142.6	143.7	132.7
New Brunswick.....	41.7	41.8	42.2	140.4	138.8	133.8
Quebec.....	42.3	42.4	41.9	141.7	141.3	133.9
Ontario.....	40.7	40.4	41.0	168.0	166.5	159.1
Manitoba.....	40.6	40.6	40.6	147.6	146.4	141.0
Saskatchewan.....	40.2	39.7	40.3	164.2	162.5	159.1
Alberta (1).....	40.3	40.1	40.1	163.9	163.6	155.8
British Columbia (2).....	38.7	38.1	38.2	189.0	188.0	179.3

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE: Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics.)



# TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Apr. 1 1957	Mar. 1 1957	Apr. 1 1956	Apr. 1 1957	Mar. 1 1957	Apr. 1 1956	Apr. 1 1957	Mar. 1 1957	Apr. 1 1956
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	42.3	43.1	42.6	183.5	182.7	168.5	77.62	78.74	71.78
Metal mining.....	43.2	43.6	43.3	190.8	189.0	173.5	82.43	82.40	75.13
Gold.....	42.6	43.2	45.1	159.0	158.6	143.5	67.73	68.52	64.72
Other metal.....	43.4	43.8	42.6	204.1	201.4	188.2	88.58	88.21	80.17
Fuels.....	40.4	42.4	40.9	173.1	174.1	160.9	69.93	73.82	65.81
Coal.....	37.9	39.8	38.9	151.1	152.5	150.0	57.27	60.70	58.35
Oil and natural gas.....	44.8	47.0	46.0	205.8	206.9	184.0	92.20	97.24	84.64
Non-metal.....	42.2	42.2	42.2	168.0	168.2	159.3	70.90	70.98	67.22
Manufacturing.....	41.1	40.9	41.1	158.7	157.6	150.5	65.28	64.46	61.86
Food and beverages.....	40.7	40.6	41.3	138.8	137.9	132.2	56.49	55.99	54.60
Meat products.....	39.8	39.5	42.3	165.9	165.3	158.3	66.03	65.29	60.96
Canned and preserved fruits and vegetables.....	39.7	40.0	38.3	126.5	124.9	119.1	50.22	49.96	45.62
Grain mill products.....	41.1	41.1	41.3	145.9	144.3	141.0	59.96	59.31	58.60
Bread and other bakery products.....	42.4	42.3	44.7	125.4	124.3	114.9	53.17	52.58	51.36
Distilled and malt liquors.....	40.1	39.5	40.5	180.0	179.0	167.8	72.18	70.71	67.96
Tobacco and tobacco products.....	39.8	40.4	39.5	145.7	135.1	140.2	57.99	54.58	55.38
Rubber products.....	41.1	41.5	40.9	165.0	163.7	153.9	67.82	67.94	62.95
Leather products.....	41.4	41.7	40.1	109.2	108.6	103.4	45.21	45.29	41.95
Boots and shoes (except rubber).....	41.4	41.5	39.9	105.6	104.7	99.4	43.72	43.45	39.66
Textile products (except clothing).....	41.8	42.5	41.5	120.0	119.6	113.1	50.16	50.83	46.94
Cotton yarn and broad woven goods.....	38.9	40.7	40.3	120.4	120.7	112.0	46.84	49.12	45.14
Woolen goods.....	42.9	43.7	42.3	111.9	111.3	106.2	48.01	48.64	44.92
Synthetic textiles and silk.....	45.0	44.2	42.9	126.6	126.3	120.9	56.97	55.82	51.87
Clothing (textile and fur).....	39.5	39.5	38.0	104.7	104.7	99.9	41.36	41.36	37.96
Men's clothing.....	38.8	39.1	38.3	105.6	105.0	100.3	40.97	41.06	38.41
Women's clothing.....	38.7	38.2	36.3	111.1	111.0	104.5	43.00	42.40	37.93
Knit goods.....	40.8	41.2	39.1	100.2	100.8	97.7	40.88	41.53	38.20
* Wood products.....	41.6	41.3	40.8	138.2	137.2	132.6	57.49	56.66	54.10
Saw and planing mills.....	40.5	40.2	39.8	148.2	147.6	142.9	60.02	59.34	56.87
Furniture.....	43.0	43.0	42.4	126.7	125.5	120.1	54.58	53.97	50.92
Other wood products.....	43.2	43.0	42.4	118.9	117.4	111.2	51.36	50.48	47.15
Paper products.....	42.1	41.7	42.4	184.7	183.8	172.4	77.76	76.64	73.10
Pulp and paper mills.....	42.4	41.9	42.8	198.3	197.2	184.5	84.08	82.63	78.97
Other paper products.....	41.3	41.0	41.3	143.9	143.2	135.9	59.43	58.71	56.13
Printing, publishing and allied industries.....	40.1	39.8	40.2	188.5	188.5	179.8	75.59	74.23	72.28
* Iron and steel products.....	41.6	41.7	41.5	181.1	180.2	170.0	75.34	75.14	70.55
Agricultural implements.....	41.2	40.9	41.3	180.8	177.7	178.3	74.49	73.09	73.64
Fabricated and structural steel.....	42.0	42.2	41.5	178.0	178.7	168.7	74.76	74.82	70.01
Hardware and tools.....	41.6	41.6	42.3	162.0	160.7	156.3	67.39	66.85	66.11
Heating and cooking appliances.....	40.7	41.5	41.2	153.3	152.3	142.3	62.39	62.00	58.63
Iron castings.....	41.6	41.9	42.6	177.1	176.9	166.5	73.67	74.12	70.93
Machinery manufacturing.....	42.7	43.0	42.0	169.4	169.1	161.6	72.33	72.71	67.87
Primary iron and steel.....	41.1	41.0	40.9	209.2	208.2	191.0	85.98	85.36	78.12
Sheet metal products.....	41.0	40.7	40.9	173.0	171.0	161.4	70.93	69.60	66.01
* Transportation equipment.....	40.4	39.6	41.2	179.9	179.2	171.8	72.68	70.96	70.78
Aircraft and parts.....	40.9	41.8	41.2	182.3	183.6	173.7	74.56	76.74	71.56
Motor vehicles.....	39.8	35.5	42.2	192.5	192.0	184.5	76.62	68.16	77.86
Motor vehicle parts and accessories.....	40.0	39.1	41.3	180.5	178.5	175.7	72.20	69.79	72.56
Railroad and rolling stock equipment.....	39.7	40.1	41.0	175.2	175.0	163.0	69.55	70.18	66.83
Shipbuilding and repairing.....	41.8	41.0	39.8	171.0	170.2	162.4	71.48	69.78	64.64
* Non-ferrous metal products.....	40.9	40.9	41.5	178.8	178.1	170.2	73.13	72.84	70.63
Aluminum products.....	41.3	41.0	40.8	157.0	155.6	146.8	64.84	63.80	59.89
Brass and copper products.....	41.1	40.9	42.9	166.4	166.2	158.8	68.39	67.98	68.13
Smelting and refining.....	40.7	40.9	41.4	194.1	193.4	185.4	79.09	79.10	76.76
* Electrical apparatus and supplies.....	41.1	40.6	41.4	165.5	165.5	157.2	67.36	67.19	64.29
Heavy electrical machinery and equipment.....	41.1	41.6	41.4	183.1	182.8	170.1	75.25	76.04	70.42
Radios and radio parts.....	39.7	39.3	39.0	145.2	145.7	137.7	57.64	57.26	53.70
Batteries.....	40.4	41.8	40.3	163.5	162.3	156.0	66.05	67.84	62.87
Refrigerators, vacuum cleaners and appliances.....	40.7	40.1	41.2	168.0	167.9	161.9	68.38	67.33	66.70
Miscellaneous electrical products.....	40.7	40.0	41.3	152.7	151.9	149.8	62.15	60.76	61.87
Wire and cable.....	41.5	42.3	42.0	179.8	181.7	174.2	74.62	76.86	73.16
* Non-metallic mineral products.....	43.0	42.5	43.1	160.0	158.9	153.3	68.80	67.53	66.07
Clay products.....	42.6	42.4	43.6	151.5	150.6	140.6	64.54	63.85	61.30
Glass and glass products.....	42.5	42.1	42.9	153.5	152.8	152.4	65.24	64.33	65.38
Products of petroleum and coal.....	41.5	40.3	40.8	215.4	210.9	206.9	89.39	84.99	84.76
Chemical products.....	41.0	41.2	41.3	167.4	166.5	156.8	68.63	68.60	64.76
Medicinal and pharmaceutical preparations.....	40.7	40.8	41.5	132.8	132.4	130.0	54.05	54.02	53.95
Acids, alkalis and salts.....	41.5	41.9	42.2	190.5	190.0	180.2	79.06	79.61	76.04
Miscellaneous manufacturing industries.....	41.6	41.5	41.5	128.3	128.1	120.5	53.37	53.16	50.01
* Durable goods.....	41.2	40.9	41.3	171.1	170.3	162.2	70.49	69.65	66.99
Non-durable goods.....	41.0	41.0	40.7	144.9	143.6	137.1	59.41	58.88	55.80
Construction.....	42.2	41.6	39.6	177.1	174.9	164.9	74.74	72.76	65.30
Buildings and structures.....	42.6	42.5	39.1	187.4	185.4	175.9	79.83	78.80	68.78
Highways, bridges and streets.....	41.1	39.2	40.9	146.6	144.2	135.4	60.25	56.53	55.38
Electric and motor transportation.....	44.7	44.7	44.9	156.9	156.6	149.3	70.13	70.00	67.04
Service.....	40.1	40.1	40.4	93.2	93.2	89.1	37.37	37.37	36.00
Hotels and restaurants.....	40.3	40.5	40.3	93.3	93.6	89.1	37.60	37.91	35.91
Laundries and dry cleaning plants.....	40.6	40.0	41.3	88.0	87.3	84.9	35.73	34.92	35.06

\* Durable manufactured goods industries.

TABLE C-6.—EARNINGS HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	93.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Week Preceding:						
March 1, 1956.....	41.3	148.5	61.33	147.0	116.4	126.3
April 1, 1956.....	41.1	150.5	61.86	148.3	116.6	127.2
May 1, 1956.....	41.4	151.1	62.56	150.0	116.6	128.6
June 1, 1956.....	40.9	151.9	62.13	149.0	117.8	126.5
July 1, 1956.....	41.2	152.7	62.91	150.8	118.5	127.3
August 1, 1956.....	40.8	152.4	62.18	149.1	119.1	125.2
September 1, 1956.....	41.1	152.1	62.51	149.9	119.0	126.0
October 1, 1956.....	41.5	153.3	63.62	152.5	119.8	127.3
November 1, 1956.....	41.6	154.7	64.36	154.3	120.3	128.3
December 1, 1956.....	41.5	155.5	64.53	154.7	120.4	128.5
January 1, 1957.....	41.2*	158.0	65.10*	156.1	120.3	129.8
February 1, 1957.....	40.9	157.5	64.42	154.4	120.5	128.1
March 1, 1957 (1)....	41.0	157.6	64.62	154.9	120.5	128.5

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

\*Figures adjusted for holidays. The actual figures for January 1, 1957 are 37.9 and \$59.88.

(1) Latest figures subject to revision.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT**

(SOURCE: FORM U.I.C. 757)

Period	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
June 1, 1951.....	48,353	17,701	66,054	101,384	49,677	151,061
June 1, 1952.....	26,915	18,253	45,168	163,530	61,295	224,825
June 1, 1953.....	24,564	21,143	45,707	152,488	49,614	202,102
June 1, 1954.....	14,284	15,790	30,074	237,848	76,782	314,630
June 1, 1955.....	21,675	18,451	40,126	205,630	76,273	281,903
June 1, 1956.....	44,157	22,612	66,769	160,642	68,697	229,339
July 1, 1956.....	40,016	22,292	62,308	116,849	72,618	189,467
August 1, 1956.....	38,195	19,636	57,831	105,417	69,272	174,689
September 1, 1956.....	39,324	22,039	61,363	101,718	60,377	162,095
October 1, 1956.....	40,726	21,827	62,553	97,699	59,502	157,201
November 1, 1956.....	31,997	17,154	49,151	108,703	65,017	173,720
December 1, 1956.....	27,634	16,442	44,076	171,326	74,709	246,035
January 1, 1957.....	19,784	13,440	33,224	343,956	92,207	436,163
February 1, 1957.....	18,117	12,376	30,493	447,210	112,994	560,204
March 1, 1957.....	14,218	12,694	26,912	474,661	113,489	588,150
April 1, 1957.....	19,523	14,760	34,283	479,539	111,129	590,668
May 1, 1957 <sup>(1)</sup> .....	28,999	18,200	47,199	378,062	96,250	474,312
June 1, 1957 <sup>(1)</sup> .....	28,041	19,163	47,204	226,022	80,973	306,995

\* Current vacancies only. Deferred vacancies are excluded.

<sup>(1)</sup> Latest figures subject to revision.



**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT  
APRIL 30 1957 <sup>(1)</sup>**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from			
				March 29, 1957	April 30, 1956		
<b>Agriculture, Fishing, Trapping</b> .....	<b>2,321</b>	<b>347</b>	<b>2,668</b>	<b>+</b>	<b>1,037</b>	<b>—</b>	<b>1,040</b>
<b>Forestry</b> .....	<b>4,203</b>	<b>16</b>	<b>4,219</b>	<b>+</b>	<b>1,935</b>	<b>—</b>	<b>1,408</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>1,914</b>	<b>82</b>	<b>1,996</b>	<b>+</b>	<b>775</b>	<b>+</b>	<b>702</b>
Metal Mining .....	876	15	891	+	7	+	95
Fuels .....	867	52	919	+	688	+	635
Non-Metal Mining .....	63	4	67	+	7	—	15
Quarrying, Clay and Sand Pits .....	10	.....	10	+	3	—	14
Prospecting .....	98	11	109	+	70	+	1
<b>Manufacturing</b> .....	<b>6,108</b>	<b>2,860</b>	<b>8,968</b>	<b>+</b>	<b>1,885</b>	<b>—</b>	<b>1,952</b>
Foods and Beverages .....	416	306	722	+	258	—	176
Tobacco and Tobacco Products .....	6	18	24	+	6	—	0
Rubber Products .....	25	16	41	—	6	—	31
Leather Products .....	122	141	263	+	38	—	26
Textile Products (except clothing) .....	197	160	357	—	12	—	15
Clothing (textile and fur) .....	150	1,260	1,410	+	75	—	125
Wood Products .....	1,006	68	1,074	+	648	+	186
Paper Products .....	249	71	320	+	52	—	164
Printing, Publishing and Allied Industries .....	209	120	329	+	44	—	107
Iron and Steel Products .....	834	136	970	—	90	—	619
Transportation Equipment .....	1,118	85	1,203	+	271	—	393
Non-Ferrous Metal Products .....	547	72	619	+	238	+	94
Electrical Apparatus and Supplies .....	420	110	530	+	13	—	345
Non-Metallic Mineral Products .....	159	34	193	+	12	—	2
Products of Petroleum and Coal .....	132	25	157	+	79	+	50
Chemical Products .....	393	134	527	+	232	—	189
Miscellaneous Manufacturing Industries .....	125	104	229	+	27	—	90
<b>Construction</b> .....	<b>4,590</b>	<b>152</b>	<b>4,742</b>	<b>+</b>	<b>2,349</b>	<b>+</b>	<b>1,099</b>
General Contractors .....	3,844	104	3,948	+	2,108	+	1,269
Special Trade Contractors .....	746	48	794	+	241	—	170
<b>Transportation, Storage and Communication</b> .....	<b>1,744</b>	<b>457</b>	<b>2,201</b>	<b>+</b>	<b>265</b>	<b>—</b>	<b>687</b>
Transportation .....	1,489	251	1,740	+	116	—	427
Storage .....	103	23	126	+	40	+	25
Communication .....	152	183	335	+	109	—	285
<b>Public Utility Operation</b> .....	<b>452</b>	<b>50</b>	<b>502</b>	<b>+</b>	<b>170</b>	<b>—</b>	<b>112</b>
<b>Trade</b> .....	<b>2,875</b>	<b>2,793</b>	<b>5,668</b>	<b>+</b>	<b>1,233</b>	<b>—</b>	<b>1,311</b>
Wholesale .....	1,005	574	1,579	+	301	—	592
Retail .....	1,870	2,219	4,089	+	932	—	719
<b>Finance, Insurance and Real Estate</b> .....	<b>686</b>	<b>975</b>	<b>1,661</b>	<b>+</b>	<b>69</b>	<b>—</b>	<b>565</b>
<b>Service</b> .....	<b>5,888</b>	<b>10,679</b>	<b>16,567</b>	<b>+</b>	<b>5,143</b>	<b>—</b>	<b>2,702</b>
Community or Public Service .....	920	1,753	2,673	+	1,003	+	418
Government Service .....	2,946	600	3,546	+	1,258	—	2,115
Recreation Service .....	143	142	285	+	48	—	158
Business Service .....	810	395	1,205	+	256	—	443
Personal Service .....	1,069	7,789	8,858	+	2,578	—	404
<b>GRAND TOTAL</b> .....	<b>30,781</b>	<b>18,411</b>	<b>49,192</b>	<b>+</b>	<b>14,861</b>	<b>—</b>	<b>7,976</b>

<sup>(1)</sup> Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT  
BY OCCUPATION AND BY SEX AS AT MAY 2 1957 <sup>(1)</sup>**

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers....	4,774	1,037	5,811	5,714	1,486	7,200
Clerical workers.....	1,465	4,441	5,906	12,252	24,372	36,624
Sales workers.....	1,255	1,299	2,554	5,369	11,841	17,210
Personal and domestic service workers..	1,724	8,821	10,545	31,800	18,245	50,045
Seamen.....	49	.....	49	2,087	15	2,102
Agriculture and fishing.....	2,461	47	2,508	3,370	432	3,802
Skilled and semiskilled workers.....	12,459	1,825	14,284	188,422	18,518	206,940
Food and kindred products (incl. tobacco).....	74	11	85	1,531	895	2,426
Textiles, clothing, etc.....	231	1,325	1,556	2,865	10,553	13,418
Lumber and lumber products.....	4,347	2	4,349	40,163	161	40,324
Pulp, paper (inc. printing).....	92	18	110	964	405	1,369
Leather and leather products.....	173	48	221	1,155	952	2,107
Stone, clay and glass products.....	12	5	17	596	89	685
Metalworking.....	1,476	10	1,486	12,255	1,174	13,459
Electrical.....	222	30	252	1,939	1,370	3,309
Transportation equipment.....	71	.....	71	932	56	988
Mining.....	297	.....	297	2,063	.....	2,063
Construction.....	1,519	2	1,521	53,272	6	53,278
Transportation (except seamen).....	1,169	17	1,186	37,078	95	37,173
Communications and public utility..	148	4	152	835	4	839
Trade and service.....	350	295	645	3,308	1,449	4,757
Other skilled and semiskilled.....	1,870	55	1,925	19,591	974	20,565
Foremen.....	235	2	237	4,716	321	5,037
Apprentices.....	173	1	174	5,129	14	5,143
Unskilled workers.....	4,812	730	5,542	129,048	21,341	150,389
Food and tobacco.....	132	114	246	4,924	6,082	11,006
Lumber and lumber products.....	503	22	525	23,404	400	23,804
Metalworking.....	497	19	516	4,762	641	5,403
Construction.....	2,077	.....	2,077	65,982	5	65,987
Other unskilled workers.....	1,603	575	2,178	29,976	14,213	44,189
<b>GRAND TOTAL.....</b>	<b>28,999</b>	<b>18,200</b>	<b>47,199</b>	<b>378,062</b>	<b>96,250</b>	<b>474,312</b>

<sup>(1)</sup> Preliminary—subject to revision.

<sup>(2)</sup> Current vacancies only. Deferred vacancies are excluded.

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MAY 2, 1957**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	( <sup>1</sup> ) May 2, 1957	Previous Month March 28, 1957	Previous Year May 3, 1956	( <sup>1</sup> ) May 2, 1957	Previous Month March 28, 1957	Previous Year May 3, 1956
<b>Newfoundland.....</b>	<b>245</b>	<b>2,005</b>	<b>267</b>	<b>23,402</b>	<b>26,666</b>	<b>20,427</b>
Corner Brook.....	10	3	42	5,606	5,583	5,070
Grand Falls.....	16	1,174	4	2,886	3,028	2,511
St. John's.....	219	828	221	14,910	18,055	12,846
<b>Prince Edward Island.....</b>	<b>205</b>	<b>110</b>	<b>250</b>	<b>3,773</b>	<b>5,094</b>	<b>3,105</b>
Charlottetown.....	117	70	190	2,274	3,192	1,817
Summerside.....	88	40	60	1,499	1,902	1,288
<b>Nova Scotia.....</b>	<b>1,534</b>	<b>1,207</b>	<b>1,403</b>	<b>22,024</b>	<b>28,561</b>	<b>21,113</b>
Amherst.....	24	14	34	1,139	1,288	937
Bridgewater.....	21	34	56	1,204	1,829	1,358
Halifax.....	1,238	940	1,058	4,459	5,032	4,229
Inverness.....				1,076	1,263	948
Kentville.....	52	43	64	2,559	3,617	2,326
Liverpool.....	11	6	11	552	738	458
New Glasgow.....	110	54	71	2,610	3,653	2,875
Springhill.....			2	1,045	1,065	737
Sydney.....	20	69	40	3,625	5,168	3,634
Truro.....	37	31	61	1,671	2,037	1,838
Yarmouth.....	21	16	6	2,084	2,871	1,773
<b>New Brunswick.....</b>	<b>1,197</b>	<b>1,023</b>	<b>1,434</b>	<b>30,152</b>	<b>35,301</b>	<b>25,756</b>
Bathurst.....	14	15	17	4,897	6,559	4,520
Campbellton.....	37	81	45	3,206	3,384	2,709
Edmundston.....	21	51	320	2,923	3,110	1,962
Fredericton.....	182	130	176	1,794	2,250	1,006
Minto.....	88	106	90	771	831	800
Moncton.....	612	412	494	5,759	8,667	4,823
Newcastle.....	7	13	5	3,625	3,685	2,775
Saint John.....	185	179	234	3,625	2,390	3,205
St. Stephen.....	11	8	8	1,711	1,680	1,334
Sussex.....	5	7	36	589	809	790
Woodstock.....	35	21	9	1,852	1,936	1,242
<b>Quebec.....</b>	<b>13,232</b>	<b>7,255</b>	<b>15,361</b>	<b>164,612</b>	<b>200,421</b>	<b>151,142</b>
Asbestos.....	19	17	72	729	954	614
Beauharnois.....	31	22	60	841	950	685
Buckingham.....	12	8	8	1,467	1,733	1,271
Causapscal.....	347	5	438	4,039	3,824	3,778
Chandler.....	1	3	3	2,232	2,641	2,162
Chicoutimi.....	1,324	114	577	2,104	2,749	2,070
Dolbeau.....	358	12	61	2,460	2,649	2,764
Drummondville.....	75	59	86	1,549	2,301	1,350
Farnham.....	35	17	24	904	1,055	1,050
Forestville.....	436	375	1,562	2,260	2,169	1,881
Gaspé.....	3		13	2,105	2,325	1,295
Granby.....	70	84	44	1,915	1,838	1,449
Hull.....	371	72	189	3,479	4,424	3,178
Joliette.....	142	84	109	3,496	4,396	3,254
Jonquière.....	302	67	141	2,070	2,807	2,230
Lachute.....	26	14	50	701	891	647
La Malbaie.....		44	113	2,062	2,950	2,397
La Tuque.....	665	49	452	967	891	730
Lévis.....	205	119	193	4,513	5,351	2,690
Louiseville.....	64	55	59	1,548	1,822	1,328
Magog.....	5	5	12	729	841	499
Maniwaki.....	72	4	34	1,817	1,922	1,055
Matane.....	8	4	461	4,053	4,635	4,303
Mégantic.....	9	9	27	1,530	1,723	1,396
Mont-Laurier.....	12	3	13	1,784	1,966	1,497
Montreal.....	33	25	40	2,767	3,008	2,094
New Richmond.....	4,965	3,319	5,841	38,390	50,482	38,172
Port Alfred.....	5	6	286	2,204	2,503	2,102
Quebec.....	18	488	218	1,218	1,993	1,012
Rimouski.....	830	512	825	13,816	16,705	13,082
Rivière du Loup.....	576	98	297	5,036	5,384	4,813
Roberval.....	261	49	191	4,626	6,998	4,103
Rouyn.....	13	16	42	1,938	1,719	1,688
Ste. Agathe.....	105	93	283	4,031	3,110	3,881
Ste. Anne de Bellevue.....	24	4	16	1,210	1,527	997
Ste. Thérèse.....	103	62	106	665	1,328	937
St. Georges Est.....	96	62	73	1,464	2,010	1,261
St. Hyacinthe.....	70	104	61	4,179	4,408	3,539
St. Jérôme.....	42	55	354	1,823	2,449	1,375
Sept Îles.....	101	61	124	1,238	1,771	1,547
Shawinigan Falls.....	48	39	49	1,406	1,943	1,379
Sherbrooke.....	332	167	61	1,842	1,968	1,777
Sorel.....	54	49	119	4,712	5,114	3,446
Thetford Mines.....	192	170	272	4,190	5,400	3,116
Trois-Rivières.....	111	128	36	1,453	2,231	1,821
	78	68	61	2,074	2,225	1,940
	301	208	832	3,898	6,034	3,260



TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MAY 2, 1957

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	( <sup>1</sup> ) May 2, 1957	Previous Month March 28, 1957	Previous Year May 3, 1956	( <sup>1</sup> ) May 2, 1957	Previous Month March 28, 1957	Previous Year May 3, 1956
<b>Quebec—Con.</b>						
Val d'Or.....	24	49	268	2,727	2,577	2,209
Valleyfield.....	58	51	109	1,581	2,119	1,661
Victoriaville.....	56	67	189	2,243	2,570	1,883
Ville d'Alma.....	144	60	31	2,627	3,024	2,472
<b>Ontario</b>	<b>13,934</b>	<b>11,913</b>	<b>20,773</b>	<b>129,116</b>	<b>165,565</b>	<b>93,676</b>
Arnprior.....	49	57	105	251	519	268
Barrie.....	109	56	203	953	1,228	1,143
Belleville.....	37	49	19	1,394	1,978	1,223
Bracebridge.....	228	76	213	995	1,354	608
Brampton.....	33	57	142	575	835	375
Brantford.....	93	80	168	2,145	2,460	1,469
Brockville.....	19	23	52	275	469	278
Carleton Place.....	3	1	1	174	321	233
Chatham.....	105	70	276	2,248	2,571	1,744
Cobourg.....	8	4	15	629	843	465
Collingwood.....		26	28	438	807	409
Cornwall.....	336	210	148	2,672	3,398	1,762
Fort Erie.....	51	50	58	272	456	349
Fort Frances.....	35	14	35	434	553	438
Fort William.....	561	197	394	1,384	2,233	1,449
Galt.....	227	221	145	767	1,065	456
Gananoque.....	9	6	25	158	346	129
Goderich.....	40	34	30	394	560	279
Guelph.....	136	111	232	1,154	1,506	940
Hamilton.....	1,040	841	1,149	9,113	10,849	6,648
Hawkesbury.....	26	30	31	948	1,365	787
Ingersoll.....	63	81	85	624	1,010	235
Kapuskasing.....	63	28	115	1,372	1,055	1,497
Kenora.....	151	48	157	501	675	293
Kingston.....	160	102	197	1,387	1,850	1,083
Kirkland Lake.....	133	79	133	1,040	960	1,060
Kitchener.....	99	81	117	1,983	3,222	1,095
Leamington.....	66	36	112	994	1,333	528
Lindsay.....	39	42	84	458	775	513
Listowel.....	35	37	57	301	466	240
London.....	635	587	1,018	4,050	4,766	2,581
Midland.....	38	42	40	542	1,213	461
Napanee.....	11	5	10	510	824	560
Newmarket.....	44	26		826	1,072	
New Toronto.....	159	125	386	2,095	2,817	1,431
Niagara Falls.....	116	117	162	1,347	2,126	1,084
North Bay.....	38	35	82	1,372	1,872	982
Oakville.....	106	91	327	389	559	210
Orillia.....	38	33	49	573	963	521
Oshawa.....	134	86	271	2,871	3,876	1,913
Ottawa.....	1,804	1,991	4,179	4,134	6,489	4,085
Owen Sound.....	59	57	59	1,245	2,027	1,175
Parry Sound.....	2	3	18	249	453	310
Pembroke.....	237	180	394	1,718	2,153	1,418
Perth.....	48	40	29	441	631	407
Peterborough.....	89	54	242	2,622	3,191	2,229
Pictou.....	17	31	25	268	641	348
Port Arthur.....	400	359	582	3,311	4,033	3,374
Port Colborne.....	23	9	23	498	737	337
Prescott.....	41	15	21	522	865	854
Renfrew.....	17	15	23	442	689	331
St. Catharines.....	123	119	222	2,644	3,912	1,447
St. Thomas.....	110	81	143	950	987	820
Sarnia.....	91	76	129	1,985	2,655	920
Sault Ste. Marie.....	649	622	451	1,383	1,436	1,246
Simcoe.....	40	23	104	967	1,546	909
Sioux Lookout.....	19	14	19	253	248	217
Smiths Falls.....	17	14	12	263	464	286
Stratford.....	46	33	91	689	930	323
Sturgeon Falls.....	8	6	2	1,018	1,268	1,025
Sudbury.....	509	524	435	3,197	3,824	2,962
Timmins.....	119	85	110	2,093	2,096	1,906
Toronto.....	3,598	3,250	5,480	34,430	40,482	21,253
Walkerton.....	67	53	99	642	847	630
Wallaceburg.....	49	49	58	370	710	374
Welland.....	90	78	69	1,677	1,029	347
Weston.....	182	130	454	1,734	2,709	809
Windsor.....	185	128	360	7,649	2,335	1,038
Woodstock.....	26	21	46	945	8,793	4,112
					1,135	505
<b>Manitoba</b>	<b>3,788</b>	<b>2,707</b>	<b>2,901</b>	<b>18,999</b>	<b>25,173</b>	<b>20,474</b>
Brandon.....	670	235	334	1,726	2,445	1,812
Dauphin.....	61	96	52	997	1,541	977
Flin Flon.....	119	80	64	157	166	139
Portage la Prairie.....	205	210	58	887	1,254	1,005
The Pas.....	59	90	24	116	162	70
Winnipeg.....	2,674	1,996	2,369	15,107	19,605	16,471

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MAY 2, 1957**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	(1) May 2, 1957	Previous Month March 28, 1957	Previous Year May 3, 1956	(1) May 2, 1957	Previous Month March 28, 1957	Previous Year May 3, 1956
<b>Saskatchewan</b> .....	<b>3,808</b>	<b>1,953</b>	<b>2,822</b>	<b>12,078</b>	<b>18,375</b>	<b>13,207</b>
Estevan.....	199	111	125	506	398	260
Moose Jaw.....	446	338	452	878	1,503	916
North Battleford.....	90	45	130	844	1,366	861
Prince Albert.....	164	102	77	2,078	2,153	2,121
Regina.....	1,856	540	953	2,625	4,574	2,700
Saskatoon.....	508	396	624	2,340	4,027	3,342
Swift Current.....	214	143	230	501	1,125	437
Weyburn.....	93	78	76	243	474	336
Yorkton.....	238	200	155	2,063	2,755	2,234
<b>Alberta</b> .....	<b>5,933</b>	<b>3,195</b>	<b>5,355</b>	<b>23,127</b>	<b>26,725</b>	<b>19,921</b>
Blairmore.....	5	7	32	492	365	384
Calgary.....	2,821	1,320	1,650	6,588	7,182	4,632
Drumheller.....	9	16	28	483	655	504
Edmonton.....	1,606	1,111	1,845	10,558	12,536	10,828
Edson.....	61	162	87	561	420	332
Lethbridge.....	1,069	307	1,408	2,070	2,948	1,464
Medicine Hat.....	253	204	208	933	1,233	591
Red Deer.....	129	68	97	1,442	1,386	1,186
<b>British Columbia</b> .....	<b>3,273</b>	<b>2,915</b>	<b>5,045</b>	<b>47,038</b>	<b>58,787</b>	<b>34,168</b>
Chilliwack.....	140	96	64	1,134	2,025	915
Courtenay.....	33	38	94	567	1,125	407
Cranbrook.....	25	7	9	950	1,118	773
Dawson Creek.....	46	28	66	804	669	754
Duncan.....	44	45	82	310	561	450
Kamloops.....	46	44	140	1,578	1,685	1,015
Kelowna.....	20	14	18	1,150	1,646	1,146
Kitimat.....	255	286	525	700	594	243
Mission City.....	31	19	90	761	1,207	736
Nanaimo.....	26	38	78	934	1,406	635
Nelson.....	24	30	75	944	1,357	821
New Westminster.....	339	246	343	5,200	6,873	3,771
Penticton.....	35	52	11	895	1,458	720
Port Alberni.....	38	17	105	562	679	242
Prince George.....	131	82	209	3,490	2,555	2,381
Prince Rupert.....	87	75	127	976	1,146	877
Princeton.....	8	2	12	305	490	203
Trail.....	4	10	18	836	1,070	786
Vancouver.....	1,468	1,238	2,167	20,434	24,822	13,760
Vernon.....	23	30	71	1,555	2,396	1,004
Victoria.....	339	340	484	2,579	3,541	2,041
Whitehorse.....	111	178	257	374	364	488
<b>Canada</b> .....	<b>47,199</b>	<b>34,283</b>	<b>55,611</b>	<b>474,312</b>	<b>590,668</b>	<b>402,989</b>
Males.....	28,999	19,523	35,698	378,062	479,539	313,750
Females.....	18,200	14,760	19,913	96,250	111,129	89,239

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(SOURCE: Form U.I.C. 751)

1952—1957

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1956 4 months.....	267,065	183,851	83,214	19,806	62,433	99,663	51,476	33,687
1957 4 months.....	236,106	154,496	81,610	15,817	59,010	89,055	47,759	24,465

## E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND REGULAR AND SEASONAL BENEFIT PAYMENTS  
BY PROVINCE, APRIL 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week† (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid‡(Disability Days in Brackets)	Amount of Benefit Paid \$
Newfoundland.....	24.2	6,259	96,873 (891)	2,217,732
Prince Edward Island.....	3.9	836	15,484 (504)	289,923
Nova Scotia.....	25.3	7,463	101,200 (5,513)	1,955,104
New Brunswick.....	29.8	9,626	119,073 (3,754)	2,443,363
Quebec.....	173.6	59,962	694,478 (51,970)	14,926,396
Ontario.....	125.1	39,915	500,481 (41,585)	10,370,850
Manitoba.....	20.3	5,664	81,225 (7,504)	1,664,660
Saskatchewan.....	14.9	3,809	59,558 (3,943)	1,272,117
Alberta.....	21.1	8,177	84,381 (5,112)	1,860,154
British Columbia.....	39.7	13,612	158,843 (15,110)	3,392,258
Total, Canada, April 1957.....	477.9	155,323	1,911,596 (135,886)	40,392,557
Total, Canada, March 1957.....	498.3	168,726	2,093,065 (129,304)	44,125,523
Total, Canada, April 1956.....	415.2	126,654	1,743,909 (137,339)	33,201,609

\* In 1957 seasonal benefit period ended April 20, in 1956 April 21.

† Based on the number of payment documents for the month.

‡ Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

**TABLE E-2.—REGULAR CLAIMANTS\* HAVING AN UNEMPLOYMENT REGISTER IN  
THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION,  
SEX AND PROVINCE, APRIL 30, 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Duration on the Register (weeks)									April 30, 1956 Total
	Total	1	2	3-4	5-8	9-12	13-16	17-20	Over 20	
CANADA.....	373,609	52,303	26,533	40,252	64,579	52,140	55,201	40,549	42,052	292,063
Male.....	300,990	40,421	21,610	33,480	54,221	42,434	44,815	34,343	29,666	228,257
Female.....	72,619	11,882	4,923	6,772	10,358	9,706	10,386	6,206	12,386	63,806
Newfoundland.....	16,671	1,300	816	1,330	2,598	2,223	3,866	2,600	1,938	13,595
Male.....	16,123	1,246	796	1,292	2,533	2,158	3,749	2,546	1,803	13,109
Female.....	548	54	20	38	65	65	117	54	135	486
Prince Edward Island.....	2,333	167	104	132	217	328	547	482	356	2,045
Male.....	2,033	145	90	120	192	279	481	434	292	1,712
Female.....	300	22	14	12	25	49	66	48	64	333
Nova Scotia.....	19,429	2,813	1,160	1,765	2,889	2,411	3,569	2,274	2,548	16,488
Male.....	17,208	2,504	1,061	1,589	2,573	2,042	3,227	2,117	2,095	14,536
Female.....	2,221	309	99	176	316	369	342	157	453	1,952
New Brunswick.....	22,782	3,401	1,401	2,098	3,739	3,317	3,706	2,836	2,284	19,401
Male.....	20,405	3,092	1,285	1,941	3,457	2,984	3,324	2,539	1,783	17,126
Female.....	2,377	309	116	157	282	333	382	297	501	2,275
Quebec.....	132,867	16,340	9,808	15,043	27,361	20,811	17,667	13,285	12,552	112,037
Male.....	110,774	12,478	7,903	12,757	24,111	18,165	15,084	11,685	8,591	91,744
Female.....	22,093	3,862	1,905	2,286	3,250	2,646	2,583	1,600	3,961	20,293
Ontario.....	101,650	16,965	7,237	10,926	16,547	13,357	14,584	10,100	11,934	67,755
Male.....	72,823	11,876	5,281	8,202	12,331	9,353	10,537	7,660	7,583	45,194
Female.....	28,827	5,089	1,956	2,724	4,216	4,004	4,047	2,440	4,351	22,561
Manitoba.....	14,242	2,135	649	1,341	2,028	1,889	2,374	1,709	2,117	13,277
Male.....	10,366	1,475	459	1,016	1,511	1,358	1,697	1,363	1,487	9,174
Female.....	3,876	660	190	325	517	531	677	346	630	4,103
Saskatchewan.....	9,517	964	684	882	1,126	1,185	1,786	1,539	1,351	9,118
Male.....	7,757	789	610	780	922	952	1,383	1,277	1,044	7,173
Female.....	1,760	175	74	102	204	233	403	262	307	1,945
Alberta.....	19,697	2,885	2,362	2,791	2,994	2,370	2,460	1,929	1,906	15,418
Male.....	17,206	2,533	2,189	2,540	2,603	2,061	2,070	1,702	1,508	12,755
Female.....	2,491	352	173	251	391	309	390	227	398	2,663
British Columbia.....	34,421	5,333	2,312	3,944	5,080	4,249	4,642	3,795	5,066	22,929
Male.....	26,295	4,283	1,936	3,243	3,988	3,082	3,263	3,020	3,480	15,734
Female.....	8,126	1,050	376	701	1,092	1,167	1,379	775	1,586	7,195

\* Seasonal benefit is no longer applicable, the period having expired on April 20 (in 1956, April 21).



**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
APRIL 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial†	Renewal	Total Disposed of‡	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	5,930	5,163	767	6,054	2,804	3,250	2,345
Prince Edward Island.....	917	806	111	961	329	632	272
Nova Scotia.....	8,526	6,099	2,427	9,212	6,371	2,841	1,869
New Brunswick.....	10,723	8,027	2,696	11,215	6,369	4,846	2,709
Quebec.....	52,555	39,103	13,452	64,162	40,966	23,196	15,280
Ontario.....	46,985	32,406	14,579	48,907	32,191	16,716	11,601
Manitoba.....	5,991	4,400	1,591	6,430	3,920	2,510	881
Saskatchewan.....	3,932	3,161	771	4,348	2,243	2,105	755
Alberta.....	9,922	7,361	2,561	10,589	7,348	3,241	2,873
British Columbia.....	15,823	10,518	5,305	16,972	11,179	5,793	3,693
Total, Canada, April 1957.....	161,304	117,044	44,260	178,850	113,720	65,130	42,278
Total, Canada, March 1957.....	192,365	143,269	49,096	192,087	127,643	64,444	59,824
Total, Canada, April 1956.....	135,369	99,870	35,499	157,040	96,902	60,138	33,654

\* In addition, revised claims received numbered 29,113.

† This total includes initial claims considered for seasonal benefit.

‡ In addition, 29,113 revised claims were disposed of. Of these, 2,903 were special requests not granted and 1,314 were appeals by claimants. There were 4,539 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1956—March.....	3,666,000	3,155,000	511,000†
April.....	3,675,000	3,163,900	511,100†
May.....	3,502,000	3,209,900	292,100
June.....	3,519,000	3,330,100	188,900
July.....	3,601,000	3,465,000	136,000
August.....	3,644,000	3,505,500	138,500
September.....	3,651,000	3,518,700	132,300
October.....	3,647,000	3,518,600	128,400
November.....	3,663,000	3,523,600	139,400
December.....	3,728,000	3,512,600	215,400†
1957—January.....	3,802,000	3,403,800	398,200†
February.....	3,866,000	3,320,000	546,000†
March.....	3,873,000	3,300,600	572,400†

\* Claimants having an unemployment register in the live file last working day of preceding month.

† Includes seasonal benefit claimants.

## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Service
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1956—April.....	116.6	109.7	131.9	108.7	116.6	120.1
May.....	116.6	109.3	132.1	108.8	116.5	120.5
June.....	117.8	112.5	132.6	108.6	116.7	120.6
July.....	118.5	114.4	132.7	108.6	116.7	121.1
August.....	119.1	115.9	133.0	108.4	116.8	121.3
September.....	119.0	115.5	133.1	108.4	117.1	121.4
October.....	119.8	117.4	133.3	108.5	117.7	121.6
November.....	120.3	117.9	133.4	108.4	118.1	122.8
December.....	120.4	117.5	133.5	108.6	118.6	122.9
1957—January.....	120.3	117.1	133.6	107.6	119.0	123.1
February.....	120.5	117.2	133.8	107.4	119.1	123.8
March.....	120.5	116.4	134.0	108.2	119.5	124.2
April.....	120.9	116.7	134.0	108.5	119.4	125.1
May.....	121.1	116.7	134.2	108.5	119.2	126.3
June.....	121.6	117.7	134.8	108.4	119.1	126.5

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF MAY 1957**

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	May 1956	April 1957	May 1957					
(1) St. John's, Nfld.....	106.6	108.7	109.3	107.2	110.5	101.7	108.8	116.0
Halifax.....	114.7	119.4	119.1	111.2	128.1	114.0	125.5	124.1
Saint John.....	117.5	122.1	121.9	114.8	131.9	117.3	121.1	130.3
Montreal.....	116.6	120.5	120.7	118.7	135.8	104.9	115.8	125.6
Ottawa.....	117.7	122.4	122.8	115.6	141.2	112.0	118.8	129.8
Toronto.....	119.1	124.2	125.0	116.8	150.1	112.0	120.1	129.6
Winnipeg.....	116.1	119.2	119.2	114.0	128.9	111.8	116.3	126.0
Saskatoon—Regina.....	114.6	117.9	117.9	113.4	118.9	117.9	120.2	120.9
Edmonton—Calgary.....	114.3	117.7	118.1	113.0	121.2	116.6	119.1	123.6
Vancouver.....	117.7	122.2	122.0	117.5	130.7	114.3	127.5	124.7

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base June 1951 = 100.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS JANUARY-MAY 1956, 1957†**

Date 1957*	Number of Strikes and Lockouts		Approximate Number of Workers		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Days	Per Cent of Esti-mated Working Time
January.....	24†	24	7,477†	7,477	52,680	0.06
February.....	17	27	5,797	8,080	49,130	0.05
March.....	32	45	6,585	9,912	71,430	0.08
April.....	15	31	6,153	8,022	51,820	0.06
May.....	30	40	14,051	15,393	144,700	0.16
Cumulative Totals.....	118		40,068		369,760	0.08
1956						
January.....	14†	14	17,341†	17,341	338,355	0.36
February.....	12	23	3,884	20,150	234,945	0.25
March.....	12	23	2,308	3,172	16,955	0.02
April.....	15	22	2,535	2,877	10,350	0.01
May.....	30	35	16,470	17,911	136,520	0.14
Cumulative Totals.....	83		42,538		737,125	0.15

\* Preliminary figures.

† Strikes unconcluded at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some time after its commencement.



TABLE G-2.—STRIKES AND LOCKOUTS MAY 1957

(Preliminary, subject to revision)

Employer(s)	Union(s)	Approximate Number of Workers	Date Began <sup>1</sup>	Date Ended	Approximate Time Lost Man-Days		Major Issue(s)	Major Term(s) of Settlement
					May	To Date		
In Progress Prior to May 1957								
MINING— <i>Other—</i> Gaspé Copper Mines, Murdochville, Que.	United Steel Workers of America, No. 4881, AFL-CIO/CLC.	714 <sup>(2)</sup>	Mar. 10	.....	17,850	55,050	Recognition of union as bargaining agent.	.....
	MANUFACTURING— <i>Wood—</i> Simmons Ltd., Vancouver B.C.,	Retail, Wholesale and Department Store Union, No. 535, AFL-CIO/CLC.	59 <sup>(3)</sup>	Mar. 27	.....	1,295	2,750	Wages and hours, conciliation completed.
Various Wood Product Firms, Montmagny, Que.	Employees Union of the Wood Industry of Montmagny, CCCL.	125	Apr. 30	May 2	125	185	Wages and working conditions.	Resumption of operations further negotiations.
<i>Pulp, Paper and Paper Products—</i> Canada Roof Products, Ltd., Vancouver, B.C.	General Warehousemen's Union of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, No. 842, AFL-CIO/CLC.	43	Apr. 25	.....	945	1,090	Wages—conciliation procedures completed.	.....
<i>*Printing and Publishing—</i> Le Nouvelliste, Inc., Trois-Rivières, Que.	International Typographical Union, No. 856, AFL-CIO/CLC.	32	Feb. 28	Mar. 13	320	.....	Dispute over printing methods clause in contract.	Replacement of workers.
Photogravure Ideale Inc., Montreal, Que.	International Photo-Engravers Union of North America, No. 9, AFL-CIO/CLC.	9	Mar. 18	May 22	125	380	Wages and hours.	Replacement of workers.
<i>Transportation—</i> Carrier & Freres Ltd., Shawinigan Falls, Que.	National Syndicate of Bus Drivers of Shawinigan Falls, CCCL.	62	Mar. 1	.....	1,920	7,205	Union recognition.	.....
<i>Non-Metallic Mineral—</i> Milton Brick Company, Milton, Ont.	United Mine Workers of America, No. 804, Ind.	58 <sup>(4)</sup>	Mar. 22	May 9	405	2,405	Wages, hours, union security and statutory holiday.	Increased wages and improved working conditions.

TRADE— Honey Dew Shop, Windsor, Ont.	12	Mar. 22	.....	310	705	Wages and hours.	.....
Shelly Bros. Ltd., Saskatoon, Sask.	100	Mar. 28	.....	2,200	4,500	Wages and working conditions in negotiating first agreement, and union activity during office hours.	.....
C. H. Smith Co., Ltd., Windsor, Ont.	160	Apr. 4	.....	4,160	7,680	Wages—conciliation procedures completed.	.....

**Commencing In May 1957**

MINING— <i>Coal</i> — Dominion Coal Co. Ltd., No. 26 Colliery, Glace Bay, N.S.	800	May 10	May 16	2,500	2,500	Disciplinary dismissal of certain workers.	Return of workers, further negotiations.
<i>Other</i> — Steep Rock Iron Mines Ltd., Atukokan, Ont.	650	May 30	May 31	650	650	Delay in conciliation procedures, and disciplinary measures.	Mining operations resumed, further negotiations.
MANUFACTURING— <i>Food</i> — Weston Bakeries Ltd., Keesdale Div., Toronto, Ont.	41	May 7	.....	735	735	Summer hours.	.....
Ben's Limited, Halifax, N.S.	22 (4)	May 31	.....	20	20	Disciplinary dismissal of an employee.	.....
<i>Textiles</i> — Canadian Cottons Ltd., (Canada Mill, Dundas Mill, and Gleggarry Annex), Cornwall, Ont.	1,200 (6)	May 7 and 8	May 14	6,045	6,045	Work assignment.	Work resumed.
Plymouth Cordage Co. of Canada, Ltd., Welland, Ont.	120	May 15	May 15	60	60	Wages and working conditions.	Improved vacations, welfare benefits and increased wages.
Victor Woollen Products Ltd., St. Victor de Beauce, Que.	32	May 24	.....	190	190	Disciplinary dismissals.	.....

TABLE G-2.—STRIKES AND LOCKOUTS MAY 1957

(Preliminary, subject to revision)

Employer(s)	Union(s)	Approximate Number of Workers	Date Began <sup>1</sup>	Date Ended	Approximate Time Loss Man-Days		Major Issue(s)	Major Term(s) of Settlement
					May	To Date		
Commencing In May 1957—Continued								
<i>Wood Products—</i> Canadian Office and School Furniture, Canadian Seating Div., and Preston Furniture, Preston, Ont.	National Union of Operating Engineers No. 851 (United Mine Workers, Ind.)	9	May 6	May 10	35	35	Wages—conciliation procedures completed.	Return of workers.
<i>Printing and Publishing—</i> Jonergh Co. Inc., Verdun, Que.	Montreal Printing Specialties and Paper Products Union, No. 521, AFL-CIO/CLC.	18	May 17	.....	180	180	Disciplinary dismissal of an employee.	.....
<i>Iron and Steel Products—</i> Standard Barrels and Drums Inc., Ville St-Pierre, Que.	Federal Workers Union of Standard Barrels and Drums.	72	May 6	May 7	70	70	Disciplinary dismissal of an employee.	Referral to arbitration.
International Harvester Company of Canada Limited, Hamilton, Ont.	United Steel Workers of America, No. 2868, AFL-CIO/CLC.	1,947	May 16	.....	21,415	21,415	Wages, seniority and piece work.	.....
Brantford Coach and Body, Brantford, Ont.	International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, No. 397, AFL-CIO/CLC.	380	May 28	.....	1,520	1,520	Delay in conciliation procedures for a new agreement.	.....
<i>Non-Ferrous Metal—</i> Aluminum Co. of Canada Limited, Arvida, Que.	National Syndicate of Aluminum Employees of Arvida, CCCL.	6,199(?)	May 17	.....	61,990	61,990	Wages, working conditions and a master contract.	.....
<i>Electrical Apparatus and Supplies—</i> Canadian General Electric Co. Ltd., Peterborough, Ont.	International Union of Electrical, Radio and Machine Workers, No. 534, AFL-CIO/CLC.	88	May 27	May 29	175	175	Wages.	Resumption of operations.
Reliance Electric and Engineering (Canada) Ltd., Welland, Ont.	United Electrical, Radio and Machine Workers, No. 523, Ind.	163	May 28	.....	570	570	Seniority rights.	.....



<i>Non-Metallic Minerals—</i> McNamara Construction Co., Port Arthur, Ont.	6	May 14	.....	75	75	Wages.	.....
<i>Chemical Products—</i> Lever Bros. Ltd., Toronto, Ont.	555	May 13	.....	7,490	7,490	Wages, conciliation procedures completed.	.....
Searle & Co. Ltd., Brantford, Ont.	112 <sup>(9)</sup>	May 14	May 23	670	670	Disciplinary dismissal of certain employees.	Return of workers, further negotiations.
CONSTRUCTION— Sheet Metal Contractors Association, Toronto, Ont.	600 <sup>(9)</sup>	May 1	May 8	3,000	3,000	Wages and employment of helpers.	Return of workers, further negotiations.
Carpenters in various firms— Schurman Construction Co.; Eastern Woodworkers and Abbey Landry, St. Margarets and Chatham Area, N.B.	61	May 1	.....	1,585	1,585	Wages and working conditions.	.....
Foundation Company of Canada, Fort William, Ont.	195	May 10	May 13	195	195	Union jurisdiction.	Return of workers—referral to Ontario Labour Relations Board.
Foundation Company of Canada, Bristol Mines, Que.	275	May 13	.....	3,850	3,850	Wages and working conditions	.....
E. G. M. Cape Construction, Fort William, Ont.	105 <sup>(10)</sup>	May 14	May 16	315	315	Union jurisdiction.	Return of workers—referral to Ontario Labour Relations Board.
Byers Construction Co. Ltd., Waterloo, Ont.	64	May 14	May 16	190	190	Employing non-union excavating company.	Resumption of operations.
Kiewit-Raymond, North Vancouver, B.C.	100	May 15	May 31	1,200	1,200	Work jurisdiction.	Return of workers, further negotiations.
Canadian Kellogg Company Limited, Brandon, Man.	66	May 15	May 16	65	65	Promotion of foreman.	Re-assignment of foreman.

TABLE G-2.—STRIKES AND LOCKOUTS MAY 1957

(Preliminary, subject to revision)

Employer(s)	Union(s)	Approximate Number of Workers	Date Began <sup>1</sup>	Date Ended <sup>1</sup>	Approximate Time Loss Man-Days		Major Issue(s)	Major Term(s) of Settlement
					May	To Date		
Commencing In May 1957—Concluded								
Marine Industries Ltd., Valleyfield, Que.	Seafarers' International Union of North America, AFL-CIO/CLC.	68	May 27	.....	275	275	Higher wages and union recognition.	.....
	TRANSPORTATION— Walmer Transport Co., Ltd., Hamilton, Ont.	60	May 13	May 16	240	240	Grievance procedures and working conditions.	Return of workers, further negotiations.
Coast Ferries Ltd., (Motor Ship Lady Rose), Vancouver, B.C.	Seafarers' International Union, North America, Canadian District Vancouver, AFL-CIO/CLC.	5(1)	May 25	.....	25	25	Wages and working conditions conciliations procedures completed.	.....
PUBLIC UTILITIES— Hydro Electric Commission, East York, Ont.	International Brotherhood of Electrical Workers, No. 636, AFL-CIO/CLC.	38	May 3	May 6	35	35	Wages and fringe benefits—conciliation procedures completed.	Wages increased.

(1) In this table the date of commencement is that on which time loss first occurred, and the date of conclusion is the last day on which time was lost to an appreciable extent.

(2) 7 indirectly affected; (3) 18 indirectly affected; (4) 20 indirectly affected; (5) 71 indirectly affected; (6) 660 indirectly affected; (7) 1,809 indirectly affected; (8) 6 indirectly affected; (9) 500 indirectly affected; (10) 462 indirectly affected; (11) 3 indirectly affected.

\* Later information indicates workers replaced in March.

## manpower and labour relations REVIEW

Economics and Research Branch, Department of Labour, Canada

### Current Manpower Situation

**A** RAPID rise in the labour force was one of the dominant features of 1957. Although the rate of growth showed signs of moderating in July, the increase over the year was still substantial. In the first seven months of the year, the labour force was 3.4 per cent higher, on the average, than in the same period last year. This increase represents 193,000 workers, close to 50,000 more than the 1955-1956 rate of growth would have produced.

Changes in the labour force are the result of natural increase, immigration, emigration, and the proportion of the adult population participating in the labour force. These factors have produced an average annual increase of 1.7 per cent in the past six years. The additional increase this year is attributable almost entirely to the greater flow of immigrants. It has been estimated that about 130,000 immigrant workers came into the country in the 12 months before June, almost double the number entering in the preceding 12 months. Changes in the other growth factors have been negligible by comparison.

The increase in immigration has also been largely responsible for a rise in the labour force participation rate, because the proportion of workers among immigrants is larger than in the native population. In July, 55.3 per cent of the non-institutional population of working age was in the labour force, the highest proportion in more than six years.

Employment has also increased at a high rate in 1957, though not as rapidly as the labour force or as rapidly as the record employment growth of last year. The seven-month average shows a rise of 2.9 per cent over the year, against a long-run average of 1.7 per cent.

This substantial growth conceals significant changes in the two main employment divisions—agriculture and non-agriculture. In past years, periods of high economic activity have resulted in a marked shift of workers from agriculture to non-agricultural industries. This year both the increase in non-agricultural industries and the decrease in agriculture have been considerably smaller than in either 1956 or 1955 (see accompanying table). The smaller movement from the farms probably reflects the slackness that has developed in a number of non-farm industries.



**LABOUR FORCE AND PERSONS WITH JOBS PERCENTAGE CHANGES  
IN ANNUAL AVERAGES**

Change from	Labour Force	Persons with jobs		
		Total	Non- Agriculture	Agriculture
	%	%	%	%
1949 to 1950.....	+2.1	+1.5	+2.8	-5.7
1950 to 1951.....	+1.0	+2.3	+4.8	-7.7
1951 to 1952.....	+1.9	+1.5	+3.4	-7.4
1952 to 1953.....	+1.3	+1.2	+1.7	-1.4
1953 to 1954.....	+0.8	-1.0	-1.6	+1.7
1954 to 1955.....	+2.4	+2.6	+4.4	-6.3
1955 to 1956.....	+2.7	+3.7	+5.4	-5.5
1956 to 1957 <sup>(1)</sup> .....	+3.4	+2.9	+3.9	-3.7

(1) First seven months.

The record growth in the labour force and the more moderate rise in employment have caused unemployment to fall more slowly than usual through the spring and early summer. So far this year, the number of persons without jobs and seeking work has averaged 4.4 per cent of the labour force, compared with 4.1 per cent for the same period in the years 1953-1956.

A measure of the local distribution of the increase in unemployment has been obtained by comparing the number of workers registered at National Employment Service offices this year with registrations in earlier years.\* The results of this investigation, summarized in the accompanying table, show that at the end of July, registrations were below the 1951-1956 average in only six of the 109 local areas surveyed. Registrations were above the long-term average in more than three-quarters of the areas.

**LOCAL AREAS IN WHICH THE NUMBER OF REGISTRATIONS FOR EMPLOYMENT  
AT NES OFFICES WAS:**

(end of month)	Much Below Average	Below Average	Average	Above Average	Much Above Average
1957					
January.....	—	5	37	43	24
February.....	—	5	33	49	22
March.....	—	5	33	46	25
April.....	2	14	38	39	16
May.....	3	7	40	32	27
June.....	3	4	30	34	38
July.....	—	6	19	38	46

The fact that unemployment in 1957 has not fallen as rapidly as usual is also reflected in the above table. At the beginning of the year there were only 24 areas in which registrations were much above the average. By July, this figure had risen to 46. The change was apparent in all regions but was most marked in Ontario. In this region, the areas in the above-average categories increased from 18 to 31 over the seven-month period. The main contributing factors were declines in the construction, lumber and lumber products, automobile and heavy equipment industries.

\*In each area, NES registrations for employment for each month of the years 1951-1956 were adjusted for seasonal changes and divided by the number of wage earners in the area. The resulting proportions were ranked and divided into five intervals, which were identified as: much above average, above average, average, below average, and much below average. Proportions for the current year were then calculated and classified according to this system.

# Industrial Distribution

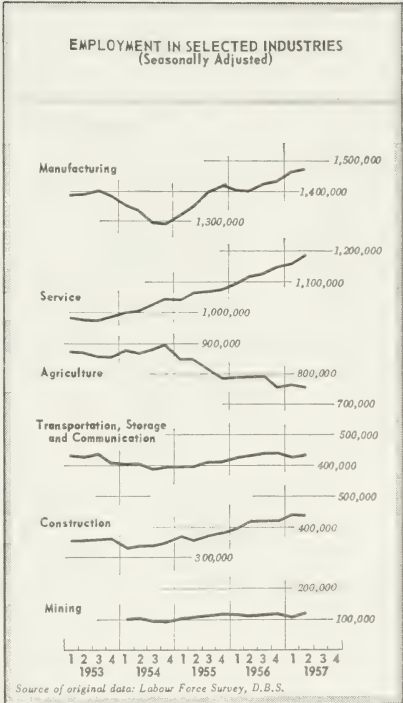
In contrast to the experience of the past two years, the goods-producing industries have contributed little to the total growth in employment. Most of the gain in the first half of 1957 stemmed from the continued expansion of the service industries. The year-to-year increase in services during the period was twice as great as in all industry.

Apart from seasonal changes, employment in mining was maintained at a high level through the first half of 1957. However, the aggregate conceals lower output and employment in many of the component groups. Minerals produced in lower quantities in the first quarter of this year compared with last include cement, coal, copper, gold, gypsum, lead, silver and zinc. Mining output is higher in total because of a much greater production of petroleum, natural gas and uranium. During July, further layoffs occurred in Nova Scotia coal mines and in metal mining in British Columbia. On the other hand, there were reports of increased hiring in new uranium and base metal mining developments in the northern areas of Ontario, the Prairie Provinces and the North West Territories.

Employment in forestry has shown surprising strength in view of the generally weak markets for almost all forest products. With allowance for seasonal change, employment in the second quarter of the year was considerably higher than in the first. This may be partly because pulpwood workers have been more readily available this year than last, and partly because of the flurry of activity in British Columbia before the labour dispute in the lumber industry was settled. After the settlement more than 1,000 loggers were laid off.

Any further upswing in forestry will depend on the recovery of European demand for lumber and an upturn in housing construction in the United States and Canada. There is as yet, little evidence of any substantial improvement in either of these markets. Reports of cut-backs in pulpwood production this fall have also been made by a number of large companies operating in Eastern Canada.

The high level of construction activity was maintained through the first half of 1957, although a shift in emphasis from residential to institutional building and large engineering projects caused the distribution of labour demand and supply to be more unbalanced than usual. Total construction employment, seasonally adjusted, changed little in the first half of 1957 from the record level of last fall. At the same time, unemployment among construction workers increased more than in other trades, particularly in the more densely populated areas.



There has been some rise in residential building in the last month or two, although the seasonally-adjusted annual rate of new housing starts in the first six months of the year was still about 15 per cent below the corresponding figure for 1956 and total units under construction at the end of June were 16 per cent fewer. One important factor tending to strengthen the demand for new housing is the sharp rise in the number of new families. Family formation in the first quarter of 1957 was 11,700 against 5,600 in the same period of 1956. This increase was caused by a sharp rise in the number of marriages, and the high level of immigration.

The effect of the drop in house-building this year has been offset by an increase in other types of construction. During 1957, investment in non-residential construction is expected to be 17 per cent higher than in 1956. Much of this increase is accounted for by substantially higher investment in schools, hospitals and commercial buildings. The Trans-Canada Pipeline and the St. Lawrence Seaway have been largely responsible for an important increase in engineering work. New construction in the forest industries is expected to be 14 per cent lower than in 1956 and other industrial construction is also expected to be lower. But outlays for construction by mining enterprises, especially those connected with uranium, petroleum and natural gas, may exceed expenditures in 1956 by more than 10 per cent.

Many of the difficulties experienced in the marketing of products in primary industries have their counterparts in manufacturing. Employment in the manufacture of wood products has declined slowly since the beginning of the year and at June 1 was 3.5 per cent lower than a year earlier. A similar trend is evident in the manufacture of non-ferrous metal products, accentuated recently by a strike in the Quebec aluminum industry. In the manufacture of agricultural implements the employment index in June had fallen to a new low of 57.3 (1949=100).

The motor vehicle industry had nearly completed the output of 1957 cars in July and production of 1958 models is scheduled to begin in late August or in September. So far, sales have not been up to the optimistic expectations expressed by the industry at the beginning of the year. Sales in the first three months were 18 per cent above the corresponding period last year but began to lag in the second quarter, with a corresponding drop in production. During June production of cars and trucks was down 23 and 34 per cent respectively from the same month last year. At the end of July the cumulative production total was down 8 per cent from the corresponding seven months of 1956.

Production and employment losses in the foregoing manufacturing industries during the first half of 1957 have been offset by expanded production of such products as food and beverages, chemicals, and petroleum, for which long-term demand has risen steadily. In addition, a high rate of expansion has continued in some of the less stable sectors of the manufacturing industry. Aircraft production has increased steadily since last summer and employment in the second quarter reached its highest level since 1953. Shipbuilding and railway rolling stock have also recovered in the past year, though not as sharply as the aircraft industry. The high level of engineering and other non-residential construction has been reflected in the fabricated and structural steel industry, in which employment in the first half of 1957 was on the average 19 per cent higher than in the same period last year.



# Current Labour Statistics

(Latest available statistics as of August 10, 1957)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	July 20	6,112,000	+ 1.9	+ 3.8
Total persons with jobs.....	July 20	5,949,000	+ 2.0	+ 2.8
At work 35 hours or more.....	July 20	5,085,000	- 3.0	+ 1.2
At work less than 35 hours.....	July 20	366,000	-11.4	+20.8
With jobs but not at work.....	July 20	498,000	+181.4	+ 8.0
With jobs but on short time.....	July 20	42,000	+13.5	+110.0
With jobs but laid off full week.....	July 20	14,000	+27.3	—
Persons without jobs and seeking work.....	July 20	163,000	+ 0.6	+59.8
Persons with jobs in agriculture.....	July 20	880,000	+13.7	- 1.9
Persons with jobs in non-agriculture.....	July 20	5,069,000	+ 0.2	+ 3.6
Total paid workers.....	July 20	4,630,000	+ 0.7	+ 3.1
Registered for work, NES (b)				
Atlantic.....	July 18	28,900	-13.5	+35.0
Quebec.....	July 18	77,900	- 6.9	+37.1
Ontario.....	July 18	90,300	- 2.9	+56.2
Prairie.....	July 18	28,700	- 4.0	+20.6
Pacific.....	July 18	31,400	+ 1.9	+61.0
Total, all regions.....	July 18	257,200	- 5.0	+43.4
Claimants for Unemployment Insurance				
benefit.....	July 1	204,516	-18.3	+50.3
Amount of benefit payments.....	June	\$14,356,036	-45.4	+44.6
Industrial employment (1949 = 100).....	June 1	123.4	+ 3.4	+ 3.4
Manufacturing employment (1949 = 100).....	June 1	116.6	+ 0.7	+ 1.0
Immigration.....	1st 3 mos.	62,460	—	+229.4(c)
<i>Strikes and Lockouts</i>				
No. of days lost.....	July	237,740	—	- 5.1(c)
No. of workers involved.....	July	16,298	—	-18.0(c)
No. of strikes.....	July	34	—	+ 9.8(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	June 1	\$67.77	+ 0.6	+ 6.0
Average hourly earnings (mfg.).....	June 1	\$ 1.61	+ 0.4	+ 5.7
Average hours worked per week (mfg.).....	June 1	40.5	- 0.3	- 1.0
Average weekly earnings (mfg.).....	June 1	\$65.04	+ 0.1	+ 4.7
Consumer price index (av. 1949 = 100).....	July 1	121.9	+ 0.2	+ 2.9
Real weekly earnings (mfg. av. 1949 = 100).....	June 1	128.2	- 0.3	+ 0.7
Total labour income.....\$000,000	May	1,263	+ 3.8	+ 8.0
<i>Industrial Production</i>				
Total (average 1935-39 = 100).....	May	288.7	+ 0.8	+ 1.9
Manufacturing.....	May	287.0	0.0	- 0.4
Durables.....	May	343.0	- 0.9	- 3.7
Non-Durables.....	May	251.2	+ 0.9	+ 2.8

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, February *Labour Gazette*.

(b) See inside back cover, February *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

# Labour-Management Relations

## The Bargaining Scene

Since May 15 the number of major contracts subject to negotiation has declined steadily each month. At the May 15, peak negotiations were under-way for 59 large agreements covering nearly 190,000 workers; by mid-August only 38 contracts, affecting some 90,000 workers, were under negotiation or scheduled to terminate within six weeks. Of these, more than half had been open for two or more months.

The accompanying chart shows the bargaining status of the 38 collective agreements, covering bargaining units of 1,000 or more employees, currently subject to negotiation. Five contract settlements were effected between July 15 and August 15. The wage settlements varied widely, but as in other agreements signed in past months, increases in rates were spread over the life of the agreement, which in all five cases exceeded 18 months. The largest settlement, involving 4,000 steelworkers at Dominion Iron and Steel Co. Ltd., in Sydney, N.S., featured the introduction of a Supplemental Unemployment Benefit plan, the first such plan to be adopted in the basic steel industry in Canada. A new contract signed between Hudson Bay Mining and Smelting Co. and eight AFL-CIO/CLC unions, at Flin Flon, Man., introduced a 40-hour week, without loss in take-home pay.

At August 15, 31 agreements were still under negotiation. At the bargaining stage were contracts covering workers in aircraft manufacturing plants in the Toronto district, broadcasting and television personnel employed by the Canadian Broadcasting Corporation, and employees of the Ontario Hydro-Electric Power Commission.

More than half the contracts currently open were in conciliation or post-conciliation stages of negotiation. The 11 agreements in conciliation include the West Coast pulp and paper mills' contracts with the International Brotherhood of Pulp, Sulphite and Paper Mill Workers and the International Brotherhood of Papermakers. United Steelworkers of America, representing employees of the Aluminum Co. of Canada plant at Kitimat, B.C., have requested the appointment of a conciliation board.

The strike by almost 7,000 aluminum workers at Arvida entered its fourth month at mid-August. The CCCL syndicate's demands for a master contract covering all four Alcan-owned plants in Quebec and for wage increases have been refused by the company.

## Recent Strikes

In recent months several other important strikes have occurred among bargaining units not included in the above survey. Several of these strikes have been lengthy, lasting more than 50 working days. In Murdochville, Que., the five-month-old strike by the United Steelworkers of America for recognition as bargaining agent for employees of Gaspé Copper Mines continued; the smelter is reported to have begun production for the first time since early March. A company writ, preventing decision on the union's certification, is at present before the Quebec courts.

Production was also reported resumed at the Lever Brothers Ltd. plant in Toronto, where more than 500 members of the International Chemical Workers of America, Local 32, had been on strike since May 13.

# THE BARGAINING SCENE AUGUST 15, 1957

Bargaining Units of 1,000 or More Employees,

July 1 to September 30, 1957

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**In Negotiations and Terminating in Period:** 38 agreements, 90,100 workers

Bargaining carried over from June:	23 agreements, 59,400 workers
Terminating in period July 1—Sept. 30:	15 agreements, 30,700 workers

**Settlements Achieved, July 15—Aug. 15:** 5 agreements, 9,800 workers

## Major Terms of Settlements (preliminary information)

### \*Wages and Duration—

5 agreements, covering 9,800 workers, are for periods ranging from 18 months to 2 years, with wage increases spread over the term of the agreement.

3 agreements, covering 4,300 workers, provide wage increases ranging from 5 to 15 cents an hour.

2 agreements, covering 5,500 workers, provide wage increases ranging from 15 to 35 cents an hour.

### \*Hours of Work—

Reduced from 42 to 40 a week under 1 agreement covering 2,200 workers.

### \*Vacations—

1,000 workers under 1 agreement to receive third week after 15 years' service.

### \*Statutory Holidays—

2,600 workers under 2 agreements to receive 1 additional day.

### \*Welfare Benefits—

1 agreement, covering 4,000 workers, improves pension benefits.

### \*Supplemental Unemployment Benefits—

1 agreement, covering 4,000 workers, introduces a SUB plan.

No strike action was involved in any of the settlements.

**Negotiations Continuing, at August 15:** 31 agreements, 77,200 workers

Bargaining in progress:	11 agreements, 33,500 workers
Conciliation in progress:	11 agreements, 20,000 workers
Post-conciliation:	5 agreements, 7,400 workers
Arbitration in progress:	3 agreements, 9,500 workers
Work stoppages:	1, involving 6,800 workers

**Other Agreements Terminating in Period:** 2 agreements, 3,100 workers

Expiring in September:	2 agreements, 3,100 workers
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Two important strikes in the construction industry occurred during the first two weeks of August but were settled by the middle of the month. In Saint John, N.B., 975 carpenters, members of the United Brotherhood of Carpenters and Joiners of America, settled their dispute with the Saint John Builders' Exchange after four days on strike. Members of the same union at Kitimat, B.C., resumed work after more than a week on strike against the Saguenay-Kitimat Co. Both unions signed two-year contracts, with wage increases of more than 15 cents an hour spread over the length of the contract.

## Construction Agreements

Bargaining for 1957 agreements in the construction industry was largely concluded by mid-August. Still to sign were some important groups of workers, including ironworkers and operating engineers on the West Coast and painters and plumbers in the Toronto area; most contracts, however, had been completed. Many construction trades signed two-year agreements in 1956; as a result less than half the total number of construction contracts across the country opened this year.

Settlements ranged as high as 40 cents an hour but the most common increase was from 15 to 20 cents, usually spread over two years. The Brotherhood of Carpenters and Joiners carried on bargaining in most parts of the country and was involved in nearly half the strikes that occurred in construction during the bargaining period. Some of the interesting results of the bargaining by this union were the establishment of the country's highest carpenters' rate of \$2.54 an hour in Kitimat, B.C., and the setting of a separate wage scale for the highly skilled millwrights in the Ontario region.

## Individual Negotiations

A number of significant settlements resulting from recent negotiations, not included in the above survey, are summarized below.

Employees of Consolidated Denison Mines Ltd., located near Elliot Lake, Ont., will receive an average wage increase exceeding 50 cents an hour over a 14-month period under the terms of a contract negotiated on their behalf by the International Union of Mine, Mill and Smelter Workers. The new agreement also provides for the reduction of weekly hours to 40 from the present 48, six paid holidays, and a comprehensive health and welfare plan.

New contracts covering hotel employees in Regina and Montreal were signed recently. A wage increase of 12.2 per cent over a period of two years was accepted by employees of the CPR Hotel Saskatchewan, represented by the Canadian Brotherhood of Railway Employees and Other Transport Workers. A three-year contract gives approximately 1,000 employees of the Sheraton-Mount Royal and the Laurentian hotels, members of the Hotel, Restaurant and Club Employees Union, a wage increase amounting to 12½ cents an hour spread over the duration of the contract.

Information has been received, too late to be included in our survey figures, of an agreement signed by four CLC unions representing 1,000 workers employed by Canadian Vickers Ltd. in Montreal. The unions are the International Brotherhood of Boilermakers, the International Brotherhood of Plumbers and Pipefitters, the International Association of Machinists, and the International Sheet Metal Workers' Association. The contract is effective for one year, and provides for an hourly wage increase of 6 cents, a reduction in the work week from 45 to 42½ hours, and improved vacation and seniority clauses.

# Manpower Situation in Local Areas

## ATLANTIC

THE general level of economic activity changed very little in the Atlantic region during July. Farm employment showed the usual seasonal increase in response to demand for harvest help but the gain was largely offset by lay-offs in some non-farm industries. Fairly large-scale layoffs occurred in construction at Gagetown, N.B., as a result of a carpenters strike which interrupted work being done by other building tradesmen. Employment in coal mining also fell as the MacBean Mine at Stellarton, N.S., closed for a month in addition to the annual two-week vacation period. A cut-back of CNR orders, the traditional summer market for coal, was reported to have brought about the mine closure; about 500 workers were affected.

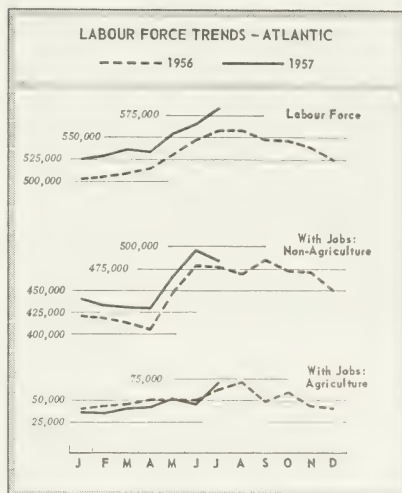
The lumber and pulpwood industries continued operating at much lower levels than last year, and there was little evidence of increasing demands for these products. Manufacturing, trade, and services recorded employment gains during the month but they were not sufficiently large to offset layoffs in other sectors of the economy. Total non-agricultural employment was estimated at 483,000 at July 20; this was 14,000 below the figure for a month earlier but 4,000 above that for the comparable date in 1956, the smallest year-to-year increase recorded since the beginning of the year.

Only three of the 21 areas in the region were reclassified during the month, two from the moderate surplus to the balanced category and one from balance to the moderate surplus category. At August 1, the area classification was as follows (last year's figures in brackets): in moderate surplus, 8 (2); in balance, 13 (19).

### Local Area Developments

**St. John's** (metropolitan). Remained in Group 2. The employment situation showed only slight improvement during July. Construction employment picked up as a result of increased work on the Trans-Canada Highway but the industry as a whole continued to be much more sluggish than last year; defence construction recorded a particularly sharp decline. The fishing industry had a generally poor year with below-average catches of cod and lobster. The Bonavista Cold Storage Company at Grand Bank closed operations during the month because of reduced catches of fresh fish; about 130 workers were released.

**Corner Brook** (major industrial). Reclassified from Group 2 to Group 3. Residential construction showed little or no improvement during the month but activity in road building and airfield construction rose considerably. Pulp cutting employment declined seasonally but remained higher than a year earlier.



601-REU

# CLASSIFICATION OF LABOUR MARKET AREAS — AUGUST 1, 1957

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Windsor	Quebec-Lévis St. John's Vancouver-New Westminster	Calgary Edmonton Hamilton Montreal Ottawa-Hull Toronto Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)		Brantford Cornwall Farnham-Granby Joliette Lac St. Jean Moncton NEW GLASGOW ← Oshawa Peterborough Rouyn-Val d'Or Saint John Shawinigan Falls Sherbrooke Trois Rivières	→ CORNER BROOK Fort William Port Arthur Guelph Halifax Kingston Kitchener London Niagara Peninsula Sarnia Sudbury Sydney Timmins- Kirkland Lake Victoria	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		CHATHAM ← Thetford-Megantic- St. Georges	Barrie Brandon Charlottetown Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Rivière du Loup Saskatoon Yorkton	
MINOR AREAS (labour force 10,000-25,000)		Bathurst CENTRAL VANCOUVER ISLAND ← Campbellton Gaspé Montmagny Newcastle Rimouski STE. AGATHE-ST. JÉRÔME ← St. Stephen Victoriaville	Beauharnois Belleville-Trenton Bracebridge Brampton Bridgewater Chilliwack Cranbrook Dauphin Dawson Creek Drumheller Drummondville Edmundston Fredericton Galt Goderich → GRAND FALLS Kamloops Kentville Lachute-St. Thérèse Lindsay Listowel Medicine Hat North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie → PRINCE GEORGE Prince Rupert → QUEBEC NORTH SHORE Sault Ste. Marie Simcoe St. Hyacinthe Sorel St. Jean St. Thomas Stratford Summerside Trail-Nelson Truro Valleyfield Walkerton Woodstock-Ingersoll Woodstock, N.B. Yarmouth	→ SWIFT CURRENT → WEYBURNJ

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

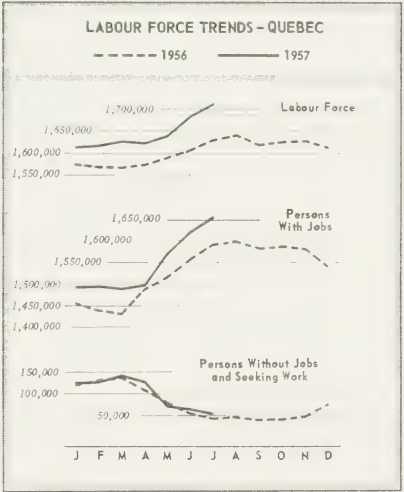


**New Glasgow** (major industrial). Reclassified from Group 3 to Group 2. The temporary shutdown of the Acadia Coal Company's MacBearn Mine was responsible for a rise in unemployment during the month. High production costs and the cancellation of orders by the Canadian National Railways were the reported reasons for the mine closure. The mine was scheduled to be opened by mid-August but there was little evidence that conditions would warrant a return to continuous full production. Manufacturing employment held up well but there were indications that sizeable staff reductions would take place at Eastern Car Company at the end of August, when an order for gondola cars would be completed.

**Moncton** (major industrial). Remained in Group 2. Unemployment was higher than usual in this area owing to the reduced volume of construction this year and a general slackness in forestry. Some increase occurred in construction activity during the month, however, as two large contracts were awarded for work on the Trans-Canada Highway.

QUEBEC

CHANGES in the employment situation in the Quebec region were more moderate in July than a month earlier; the labour force increased very little during the month and employment increased by less than during the previous month, though at much the same rate as a year ago. Unemployment decreased rather more sharply than during June, though much less sharply than last year, making the proportion of persons without jobs and seeking work in the labour force smaller than last month but larger than last year. At July 20, persons with jobs were estimated at 1,655,000, about 33,000 more than a month before and 65,000 more than a year earlier. During the month, the number of persons without jobs and seeking work fell by 8,000 to 54,000.



Employment rose in both the agricultural and non-agricultural sectors of the economy but more moderately in the latter than in the former. However, bad weather so delayed the hay harvest that demand for farm workers remained low and the usual shortages did not develop, although shortages of apple-pickers were anticipated in the Eastern Townships. In the woods, heavy rain aided log driving operations and employment was at its summer peak, though at a level somewhat lower than last year. There were indications that the cutting period would be shorter this summer than last, a number of firms planning smaller quotas than last year. Employment in sawmills was at a lower level than a year ago, and layoffs in many areas were anticipated in the near future. The manufacture of wood products, in particular of doors, sashes and veneers, showed a year-to-year weakening, owing to the decline in residential construction.

Employment in construction rose during the month but registrations at NES offices from construction workers remained higher and vacancies fewer than a year earlier. Aggravating the unemployment situation resulting from a year-to-year decline in residential construction was the fact that road building had dropped slightly from last year's unusually high level of activity. However, there was considerable activity on larger projects—industrial and commercial building—which in some measure offset the decline of employment opportunities elsewhere. Few labour shortages were registered even among skilled construction occupations.

Manufacturing employment levelled off during the month, as a number of plants closed for holidays. Registrations of metalworkers and workers in the manufacture of transportation equipment rose. Unemployment in the textile industry also increased during the month. Market demand in this industry was little if at all stronger than last year and employment was not expected to show more than the usual seasonal increase after the holidays.

Only two of the 24 local areas in this region were reclassified during the month. At August 1, the area classification was as follows: (last year's figures in brackets) ; in balance, 10 (20) ; in moderate surplus, 14 (4).

### Local Area Developments

**Montreal** (metropolitan). Remained in Group 3. NES registrations for employment remained markedly higher than last year in the seasonal industries and increased during the month in metalworking and in transportation equipment manufacturing occupations as plants closed for vacations. However, employment in the clothing industry showed some signs of seasonal recovery as work on fall lines began. Owing to the decline in residential construction there was a slight easing in the manufacture of structural steel.

**Quebec-Lévis** (metropolitan). Remained in Group 2. NES registrations for employment decreased during the month but remained well above last year's, particularly in the seasonal industries. Logging vacancies were down sharply from last year; fewer men were in the woods and the quota of wood to be cut was lower. Employment in construction was higher than a month earlier and some shortages of skilled workers were registered. However, layoffs were expected in plants manufacturing building materials. At the shipyards there was very little activity during the month.

**Quebec North Shore** (minor). Reclassified from Group 2 to Group 3.

**Ste. Agathe-St. Jérôme** (minor). Reclassified from Group 3 to Group 2.

### ONTARIO

**E**MPLOYMENT in Ontario continued to increase during July. The number of persons with jobs at July 20 was estimated at 2,186,000, an increase of 36,000 from last month and of 49,000 from last year. Agricultural employment accounted for nearly 40 per cent of the month-to-month increase

but was 24,000 lower than last year. The year-to-year increase in non-agricultural employment amounted to 73,000. Unemployment remained virtually unchanged from the previous month and was considerably higher than last year.

Employment during July continued to lag behind the growth of the labour force. The rate of increase in seasonal hiring was generally lower than last year, while many non-seasonal industries remained static or showed a decline in activity. The practice of closing down for holidays appeared to be more widespread than last year and in many plants the holiday period was extended by a week or more. This contributed to the increase in unemployment and reduced the number of workers hired for holiday replacements. The industrial distribution of employment underwent little change, except for a seasonal increase in agriculture and food processing. Construction employment increased seasonally but construction workers were in surplus in all areas. In the automobile industry, the adjustment of output to reduced sales resulted in further layoffs. The situation in the lumber and lumber products industry remained unchanged. Weather conditions in southwestern and northern Ontario had an unfavourable effect on harvesting operations and the tourist trade.

Heavy industry remained fairly active, with the exception of a seasonal decline in agricultural implement manufacturing and some reduction in primary iron and steel production. There were signs of a pick-up in the production of radio and television receiving sets, which had been at a low level since last fall, and in secondary textiles.

During July, only one of the 34 areas in the region was reclassified, from balance to the moderate surplus category. At August 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 1 (0); in moderate surplus, 5 (3); in balance, 28 (23); in shortage, 0 (8).

### Local Area Developments

**Hamilton** (metropolitan). Remained in Group 3. Considerable numbers of workers were released from the local farm implement plant following the completion of seasonal orders, and from the automotive plant, partly as a result of preparations for model change-over. Employment in non-agricultural construction improved markedly.

**Ottawa-Hull** (metropolitan). Remained in Group 3. Both employment and unemployment were higher than a year earlier. Government and industrial construction projects reached a high level of activity. The anticipated shortage of farm labour was relieved by workers from other areas and by immigrants.

**Toronto** (metropolitan). Remained in Group 3. Employment in construction and secondary textiles improved slightly. Extensive seasonal layoffs occurred at the farm implements producing plant. Curtailment in production resulted in layoffs in the automobile industry. There were shortages of experienced farm hands and of technical personnel.



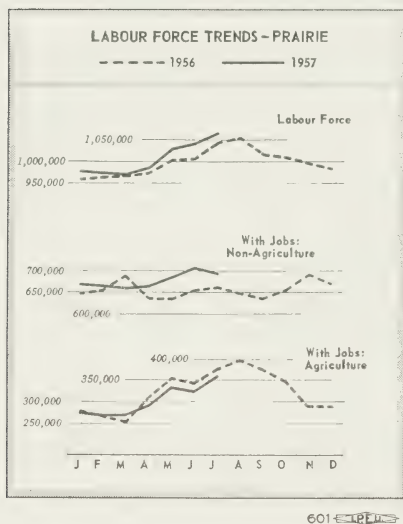
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**Windsor** (metropolitan). Remained in Group 1. A seasonal rise in activity was not sufficient to make any substantial change in unemployment. Agricultural activity was hampered by heavy rainfall and extensive layoffs occurred in the automobile industry. Non-residential construction increased during the month, while home-building remained at a low level.

**Chatham** (major agricultural). Reclassified from Group 3 to Group 2. Layoffs in the local truck manufacturing plant and reduced demand for agricultural labour as a result of heavy crop damage brought the area back into the moderate surplus category.

## PRAIRIE



APART from seasonal employment expansion in agriculture, the labour market situation changed very little in the Prairie region during July. Nevertheless, total employment reached an all-time record as activity in most of the basic industries held firm. At July 20, persons with jobs were estimated at 1,053,000, an increase of 23,000 from the previous month and 15,000 from the previous year. The labour force showed a similar rise over the month so that unemployment continued at the June level, which was slightly higher than last year.

The oil and gas industries remained very active during the month, with a boom in pipeline construction. Mining, too, showed substantial strength, particularly in the new base metal and uranium developments. Prospecting increased notably in Saskatchewan's Lac La Ronge area; several major companies as well as independent prospectors were reported to have moved into the district. Hot, dry weather, accompanied by severe hailstorms, inflicted heavy damage to crops in some areas, resulting in a lesser demand for harvesters than usual.

Two of the 20 areas in the region were reclassified during the month, from the balanced to the shortage category. At August 1, the area classification was as follows (last year's figures in brackets): in balance, 18 (8); in shortage, 2 (12).

## Local Area Developments

**Calgary** (metropolitan). Remained in Group 3. Unemployment fell sharply in this area during July as staff requirements increased markedly in the larger seasonal industries. By the end of the month the area approached a labour shortage situation, with suitable workers scarce in a number of occupations. More experienced farm workers were reported to be available than in other years, however, and this was attributed to a reduction in the volume of

residential construction. The number of building permits issued in the first half of 1957 was about 700 below that for the comparable period last year. Apart from construction, business conditions in the area differed little from the favourable situation of a year earlier.

**Edmonton** (metropolitan). Remained in Group 3. Unemployment increased as a result of the entry of students into the labour force and of a heavy flow of workers from other areas. Business activity generally lacked much of the vigour of a year ago. While employment continued to show a year-to-year gain, certain weaknesses were apparent in the area. Oil drilling operations were curtailed during the month. Residential construction showed continuing year-to-year slackening, which was reported to have caused a substantial drop in the volume of trade by building supply firms. Engineering construction maintained employment at a high level though completion of the DEW line resulted in the release of 550 workers in July. Total employment remained higher than last year largely because of expansion in manufacturing. At the beginning of June, manufacturing employment was about 10 per cent higher than a year earlier and accounted for 28 per cent of total industrial employment.

**Winnipeg** (metropolitan). Remained in Group 3. Employment continued to rise during July, particularly in construction. Manufacturing, which plays an important role in the economy of this area, changed little during the month but showed an increase in employment over last year.

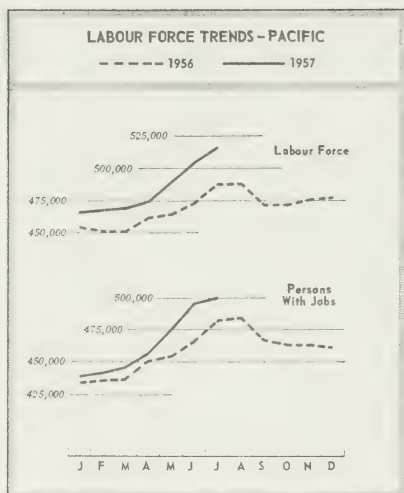
**Fort William-Port Arthur** (major industrial). Remained in Group 3. The economy of the area showed further strengthening during the month as employment increased and unemployment declined. Labour supplies were reduced to a very low level in almost all occupations but there was no evidence of serious labour shortages. Manufacturing employment remained fairly stable during the month though further staff reductions occurred at the Canadian Car and Foundry plant at Fort William, bringing the number released in a six-week period ending in July to more than 200; lack of orders was responsible for the layoff.

**Swift Current and Weyburn** (minor). Reclassified from Group 3 to Group 4. A tight labour market situation developed in these areas as farming and construction activity approached a seasonal peak.

## PACIFIC

THE settlement of labour disputes in the lumber and fishing industries during the first half of July averted serious economic consequences for the Pacific region. However, immediate improvement in the employment situation was limited by decreased production in the forestry industries after the settlement of the dispute, in order to reduce the inventories of logs and lumber that had accumulated in the preceding weeks.

Persons with jobs rose to 500,000, some 18,000 higher than in July 1956. Increases in employment and in the labour force during the month were about equal. Hence, instead of the usual seasonal decline, unemployment continued at approximately the same level as in June, the highest for July since 1952, when a major strike was in progress in the lumber industry.



for the same period last year, with increases of 30 and 24 per cent in the business and engineering sectors, and declines of 21 and 26 per cent in the residential and industrial sectors. Demands for berry pickers and workers for fruit and vegetable canneries were easily met. There were substantial surpluses of clerical, sales, and service workers and of loggers, metal workers, lumber and construction workers, in sharp contrast with the marked shortages of labour in 1956.

Two labour market areas were reclassified during the month, one from balance to moderate labour surplus and one from moderate labour surplus to balance. At August 1, classification of the ten labour market areas in the region was as follows (last year's figures in brackets): in moderate surplus, 2 (1); in balance, 8 (8); in shortage, 0 (1).

### Local Area Developments

**Vancouver** (metropolitan). Remained in Group 2. A year earlier this area was in Group 3. The settlement of the strike in the lumber industry did not result in any significant improvement in the employment situation; unemployment was the highest since 1952. Substantial surpluses of labour existed in most occupations, in sharp contrast to July 1956, when shortages were widespread. Although some firms hired loggers during the month, others laid off workers because of high log inventories. Sawmill activity was restricted by holidays and decreased demand for lumber after the labour dispute ended. Hiring lessened in the construction industry, indicating that firms had full crews. As a result of the general slackness, farm labour requirements were more easily satisfied than for some years past; in July the demand from agricultural labour was limited mainly to berry pickers.

**Victoria** (major industrial). Remained in Group 2. The employment situation improved immediately after the settlement of the labour dispute in the lumber industry. However, unemployment was higher than usual for this time of year. There was little change in logging, sawmilling and construction activity during the month. Demand for berry pickers was much higher than a year earlier.

**Central Vancouver Island** (minor). Reclassified from Group 3 to Group 2.

**Prince George** (minor). Reclassified from Group 2 to Group 3.



# **NOTES OF CURRENT INTEREST**

## ***Labour Day Messages***

***Hon. Michael Starr  
Minister of Labour***

I welcome my first opportunity since becoming the Minister of Labour to extend greetings to Canadian organized labour on Labour Day.

Very likely you have been wondering about the plans of the new administration and how they will affect the working people of Canada. I want to assure you that as the member of the Cabinet responsible for matters affecting labour, I intend to always keep before me the interests of the working people of this country in all questions of importance, and your Government intends to see that organized labour is adequately represented on government boards dealing with matters of direct interest to Labour. Organized labour has reached a degree of maturity and strength which entitles it to consideration in all matters affecting those for whom it speaks.

With regard to the specific legislation and the programs for which the Dominion Department of Labour is responsible, you can be certain that nothing which has proved of benefit to Canada will be disturbed. Some programs may be intensified and new programs will undoubtedly be introduced. However, the legislation and the programs of the Department are being reviewed in consultation, where

necessary, with Labour and Management so that we will have the benefit of the views and experience of those most affected.

Such problems as the difficulty of people past 40 getting employment, rehabilitation and employment of the disabled, discrimination in employment because of race, colour or creed, and unemployment resulting from cold weather in the winter have concerned me, as they have concerned all thinking Canadians, for some years now. Now, as Minister of Labour I am taking particular interest in reviewing programs of my Department connected with these problems to see where they might be improved and intensified, or what new steps might be initiated. I know that organized labour has assisted in attempts to alleviate these problems and that I can count upon them to help us in any practical steps which, in co-operation with provincial authorities, are undertaken in the future.

When we look at the broad economic picture, Canada is not without problems, but I can tell you that this administration will not refuse to face up to them, and with courage and determination do everything possible to the end that our national prosperity is translated into prosperity for the individual.

***Claude Jodoin***

***President, Canadian Labour Congress***

The months since we last celebrated Labour Day have been important ones for the Canadian labour movement. The spirit of unity which brought about the formation of the Canadian Labour Congress in April 1956 has continued with increased force, resulting in the consolidation of our new organization. The values of our united movement have become increasingly apparent in day-to-day conditions.

When the CLC was founded some 16 months ago a two-year period was set for the merger of provincial federations and

local labour councils. The vast majority of these mergers have been complete for some time and these groups are now functioning in a united manner. All our provincial federations have now merged and in the few instances where this action still has to be taken by labour councils it is apparent that such steps will be taken well before the two-year period has expired. This means that the internal organizational problems of bringing together two congresses into one united body are now practically complete and we are in a position to exert greater efforts towards our

general objectives in both the organization and legislative fields.

We recognize that the majority of Canadian employees are still outside the labour movement and lack the benefits of organization and collective bargaining. We have drawn attention to this situation within the past year and we look forward to increased activity so that more men and women can, through the free, co-operative efforts of the labour movement, help each other towards a better standard of living.

The Canadian Labour Congress, in accordance with the policy adopted at our founding convention, supports no particular political party. Our organization has, however, a very definite legislative program, designed in the interests of all Canadians. We recognize that, over a period of many years, progress has been made in Canada's social legislation. We have by no means exhausted the possibilities, and in many instances we feel progress has been far too slow.

This year has obviously been a highly important one from the political point of view. The membership of the Canadian Labour Congress will be watching the policies and actions of our new government with keen interest. We are concerned with results and we are quite prepared to co-operate with Prime Minister Diefenbaker and his colleagues, particularly in implementing such parts of the Progressive Conservative Party's program as we have already expressed interest in through the legislative program of our Congress.

The fact that the social benefits and living standard which we now enjoy are greatly improved over those of years past does not by any means mean that we have reached the ultimate. We are living at a time when great technical changes are opening new possibilities for the production of goods and services. In Canada we are seeing unprecedented expansion. This means new opportunities for all our people; but we know all too well from past experience that the benefits of these developments are not likely to be fairly shared unless pressures are applied in the interests of the people as a whole. This, as it has been in the past and it always will be in the future, is one of the primary and inescapable responsibilities of any true labour movement.

We have seen, in recent times, too much of a trend towards the concentration of our natural resources in the hands of a

few. We know that automation and other such developments may be used in the same way. We must use our collective bargaining strength to protect the interests of the people.

At the same time we must continually remember that we, as Canadians, cannot be a people unto ourselves. We are citizens of a world community and our responsibilities are as broad as the world itself. It is encouraging that there is increasing interest on the part of Canadian union members in the welfare of people in other countries. This is being expressed through our participation in and support of the International Confederation of Free Trade Unions and the International Labour Organization. It is to be hoped that this will continue and expand, and that there will be increased response by the Canadian Government to the continued proposals by our Congress for additional assistance to less fortunate countries.

Within the next few weeks we will see in Canada a practical demonstration of the possibilities of co-operation and the development of a closer understanding between peoples of various countries. The Canadian Labour Congress, in co-operation with the International Confederation of Free Trade Unions, will be hosts to some 80 trade unionists, 60 of them from outside our borders and many from distant parts of the world.

Not only will they share experience and give serious consideration to their problems, but they will have an opportunity to see at close range the living and working conditions of Canadians. We hope that from this experience they will go home with an increased realization of the desire of Canadian workers to have the friendliest of relations with workers of all other countries. We hope, too, that from this conference will come methods by which we can work together with increased effectiveness toward our objective of "bread, peace and freedom for all".

Thus, while much has been accomplished, a great deal more remains to be done. As a united and growing organization we are prepared to meet this challenge. With the continued support of our membership and with the help of those who we hope will become associated with the labour movement, we can accomplish our objectives. By so doing the Canadian Labour Congress will make a great contribution to the welfare of people throughout the world.

## **J. G. McLean**

### ***National Legislative Committee, International Railway Brotherhoods***

To many citizens of our Nation, Labour Day is another holiday created for rest and recreation, to others it may mean no more than a temporary cessation of industrial and commercial activity with a proportionate loss of productive profit, but to the workers generally and to the trade unionists particularly it is a memorable day carrying a distinctive mark of progress in the Canadian Labour Movement.

The National Legislative Committee, International Railway Brotherhoods, is pleased to have the opportunity again to extend fraternal greetings on this Labour Day to our affiliates, all other labour organizations, all Canadian workers and their families.

During the past half century organized Labour has been successful in securing for the workers many benefits including improved working conditions and rates of pay. The Legislative Committee, International Railway Brotherhoods, has consistently been in the forefront in seeking and securing legislation to promote the welfare of the workers and to reduce the hazards incident to their employment in industry. We are appreciative of the social security legislation now on the provincial and federal statutes. However, we recognize that the foundation on which the legislation is based was founded in Conventions passed by the International Labour Organization; also, that the standards of benefits in several of the Acts are ILO "minimum standards". Further, our Government as a member of the ILO has a

distinct obligation to have enacted additional social security legislation, such as medical care, sickness benefit, maternity benefits and survivors' benefits.

The railway brotherhoods are presently highly concerned over the loss of jobs to what we term "automation". Technological changes are recognized as progressive and necessary in the development of the economic life of our Nation, but they can affect many persons adversely unless made with reasonable and equitable consideration of the human element involved. Early and co-ordinated measures should be taken to avoid or to hold to a minimum the social dislocations and human costs which may be involved in technological progress and to ensure the greatest possible benefit to all sectors of the community.

The Brotherhoods are concerned regarding the railway workers who lose their employment by reason of abandonment of terminals or lines, and are not entitled by law to a dismissal wage.

The right of the worker to organize and bargain collectively is clearly established. A review shows that approximately only 40 per cent of the workers are under an agreement. This should have the immediate attention of the Trade Union Movement.

When we celebrate this holiday in honour of Labour it is fitting that we should be thankful for the progress made, the freedom we enjoy, and to reflect on the many important questions needing our collective attention.

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## **Gérard Picard**

### ***General President, Canadian and Catholic Confederation of Labour***

*(Translation)*

From ocean to ocean, throughout the length and breadth of the country, Canadian workers are celebrating "their" holiday today.

For all the people of Canada, this affords an opportunity to gain a better understanding of the role of primary importance that workers are playing in this country's economic life. The prosperity and the future of Canada rest more and more on them.

The production of almost all those things that make up our national wealth, and which form the very basis of the material well-being enjoyed by Canadians, is assured by the workers. Even agriculture, in spite of its continuing importance in our economy, can no longer do without the machines, the instruments and the tools manufactured for it by the workers. Our natural resources, the common heritage of all Canadians, would be wasted wealth without active, competent labour to develop them.

*(Continued on page 1004)*



## **Engineer Shortage Now Less Severe**

The expected shortage of professional engineers and scientists in Canada this year has been relieved by immigration, and Canadian engineering and science graduates are not finding such an intense demand for their services as was expected, according to an article by Leslie Wilson in a recent issue of *The Financial Post*.

In the United States also, the much advertised dearth of engineers is discounted by the findings of a study made by Drs. David M. Blank and George J. Stigler under the auspices of the National Bureau of Economic Research, it was reported in the *New York Times*.

Mr. Wilson, who bases his statements on a spot check of personnel managers and university placement officials, says that although most of this year's 2,850 engineering and science graduates from Canadian universities found jobs at salaries about 10 per cent higher than last year, some have not yet been placed.

Some companies which had feared that their plans for expansion or research would be hampered by shortage of professional manpower had been able to fill their needs with British or other European engineers. Col. J. K. Bradford, Director of Placement of the University, is quoted by the *Financial Post* writer as saying: "There seems to be a fair balance between supply of engineering graduates in Canada and demand for them." He added, however, that metallurgists, electronics engineers and some types of chemists are still scarce.

The *Financial Post* estimates that during the last six months 3,000 engineers and draughtsmen have entered Canada from the United Kingdom, and 500 from the Netherlands, France, West Germany and Italy. The number of engineering graduates in Canada this year is 1,800, and there have been 1,050 science graduates. The number of professional persons who have entered Canada as immigrants this year is therefore significant.

The study of Messrs. Blank and Stigler in the United States was based on the levels of pay received by engineers; and on the evidence of these earnings the study suggested that, up to 1955 at least, there had not only been no shortage of engineers but there had been in fact an increasingly ample supply. Demand for engineers, it was found, had grown rapidly; but supply had grown even faster. Temporary shortages had undoubtedly been felt in certain types of engineering and in some parts of the country, but there was no evidence of any substantial general shortage.

As a consequence of the increased supply of engineers in relation to demand, the study shows, salaries have drifted downwards. Engineers are said to have lost ground in earnings in comparison with doctors, dentists, lawyers and college teachers. This decline has been especially pronounced since 1939, except for a minor increase after the outbreak of the Korean War.

An increase in the supply of engineers is expected to continue, according to the study. Projections predict that from between 35,000 and 40,000 engineering graduates in 1960 the annual number of graduations may rise to between 80,000 and 90,000 by 1970. The present annual total is put at 32,000.

An article in a recent issue of *Business Week* also supports the belief that "the worst of the shortage of engineers may be abating". It goes on to say: "Where a year ago nearly everyone insisted that the shortage of engineers was practically a national emergency, today you'll find plenty of hedging and 'don't quote me, but' talk that shows there has been a distinct change in the situation."

The article quotes the reports of a number of companies, nearly all of which state that there has been decidedly less difficulty in getting engineers than there was last year.

However, notwithstanding the easing of the shortage, the starting salaries offered to engineers have continued to rise, the article says. The rise seems to be about \$50 a month higher than last year. As an example, Bell Telephone Laboratories increased its minimum starting salary from \$400 to \$450 per month.

"For the immediate future at least it looks as if the panic has gone out of the quest for engineers," the article concludes. "But companies must continue to pay engineers well, and put them to work at engineering jobs if another shortage is to be avoided. Many companies are still reluctant to admit that the shortage could even be easing."

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## **Ford Starting On-the-Job Apprenticeship Program**

First on-the-job apprenticeship training program for the Ford Motor Company will be inaugurated this September at its Windsor manufacturing division.

The apprentices, expected to number 25, will work alongside qualified journeymen for 8,000 hours. They will receive apprenticeship pay and normal company benefits. Preference will be given to sons of the company's Windsor employees.

## **U.S. Disabled Aged 50 Now Receiving Pension**

More than 100,000 disabled persons in the United States this month will receive their first disability pension cheques as a result of an amendment last year to the U.S. social security law that made such pensions available to disabled workers at the age of 50.

To be eligible for the pension, according to the Social Security definition, a worker must have a disability that makes him "unable to engage in any substantial gainful activity". The disability must be the kind of physical or mental condition that shows up in medical evidence, hospital records or special tests; it must have lasted at least six months and be expected to continue for a long and indefinite period.

In general, "substantial gainful activity" means the performance of a substantial amount of work with reasonable regularity in employment or self-employment.

## **Compulsory Retirement Said "Cruel, Wasteful"**

One of the most horrible examples of fuzzy thinking, in the opinion of William Mercer, President of William M. Mercer Limited, employee benefit plan consultants, is the idea that the mass of Canada's population can and should stop working at 65. He made the statement in an article in the July 20 issue of *Maclean's*.

Compulsory retirement of men who are mentally and physically young and want to work, Mr. Mercer believes, is cruel, unnatural and wasteful. He adds that he is not suggesting taking away a man's right to retire in his sixties—he refers to those men who are able and want to work beyond their sixties.

Mr. Mercer sees two fundamental approaches to retirement. The one in which he believes allows a man to retire between the ages of 50 and 90 and provides him with a pension. He is not forced to retire at any given age.

The second approach, which he opposes, is typified by insurance company and government-annuity advertisements showing happy retired men smoking pipes and fishing, who have been compelled to quit work at age 65.

Compulsory retirement at 65 is often justified, says Mr. Mercer, by saying that it is difficult for management to decide who should stay and who shouldn't if the compulsory retirement rule is waived.

"That argument is wrong whichever way you look at it. It implies that management has not the ability or courage" to carry

out a prime responsibility: deciding which employees are productive and which are not.

"It is also argued," says Mr. Mercer, "that compulsory retirement at 65 is necessary to provide for the promotion of junior employees."

He refutes that by saying that under a flexible retirement plan, a man of 60 who has lost interest and is just waiting for 65 so he can draw his pension can be retired at 60 to make way for the younger individual.

## **Four Working, One Idle**

Another point he makes is that if all people stopped work at 65 there would be one person idle for every four working. This would impose a necessary 20 per cent contribution of their salaries on the part of working people to maintain the idle. He doubts that society would care to pay that much for other people's leisure.

The whole problem of compulsory retirement at 65 needs a searching look by both Management and Labour, says Mr. Mercer, and he also notes:

"I must direct some of my criticism of shallow thinking on security against our federal Government... The Old Age Security Act that will soon pay every citizen \$46 per month at 70. The principle involved in this is so wrong that I find myself embarrassed when I try to explain it to friends in other countries."

As an example, he pictures two men who, respectively, have no income and \$6,000 annually at age 70. The first gets the Old Age Pension of \$46, which "allows him to live like an animal," while the other receives \$36.80—the \$46 less 20 per cent income tax deduction—to add to his \$6,000.

"In my mind Canada can afford to provide all its indigent citizens with a minimum subsistence income and, in terms of 1957 dollars, that is probably \$80 a month for single persons and \$130 for a married couple.

"I don't think Canada can afford, and I believe it is morally wrong, to provide any additional income to citizens fortunate enough to have an adequate one.

"If \$80 per month for a single person and \$130 per month for a married couple provides a subsistence living," concludes Mr. Mercer, "and if it is paid to everyone over a certain age, it should be subject to a steeply graded income tax so that anyone that has an income of, say, over \$2,500 per year would have it all taxed away from him."

## **Govt. Arranges Program To Ease CNR Layoffs**

The federal Government will finance a special work program in an effort to minimize the effect of country-wide layoffs that were scheduled on the Canadian National Railways.

This was announced in a statement issued July 12 by Hon. George Hees, Minister of Transport, after a conference with Hon. Michael Starr, Minister of Labour, and Donald Gordon, President of the CNR.

Layoffs were planned by the railway at Pointe St. Charles (near Montreal), Moncton, N.B.; Transcona and Fort Rouge (Winnipeg); Edmonton and Port Mann, B.C.

"While a severe decline in traffic has called for an adjustment of total employees," the statement said, "the Government has undertaken to finance the cost of a special program of car repairs and other shop work; and on that understanding the CNR will re-employ the required shop working force at the end of the coming vacation period.

"It is uncertain how long or to what extent the proposed special program will be continued; but in any event the intention is to spread the work so that if downward adjustments remain necessary, they can be effected gradually.

"It is also hoped that the declining trend in traffic will be arrested in the meantime so that existing levels of employment may be maintained."

The Transport Minister reported that forecasts of capital investment released that day by the Department of Trade and Commerce indicated a definite upturn, "so that it is reasonable to regard the sharp drop in railway traffic as being a temporary situation only".

The statement said the CNR was expected to open conversations immediately with union leaders to explore the adjustments in the existing seniority rules of the working groups affected that will be needed to make the program effective.

## **UAW Is Partner in Plan To Fight Discrimination**

A new step in the fight to eliminate racial discrimination in employment was the signing of an agreement between the United Automobile Workers of America, and the National Urban League, a voluntary inter-racial organization devoted to education and the improvement of housing, health and welfare services for negroes.

Existence of the document, which will affect 200,000 negroes, was made known by UAW President Walter P. Reuther and Theodore W. Kheel, president of the League.

The pact provides machinery to deal with cases of discrimination in all industries in which the UAW has collective bargaining agreements. Both Mr. Reuther and Mr. Kheel hailed the pact as a "voluntary" Fair Employment Practices Commission.

## **International Employers' Group to Meet in Canada**

The World Congress of Christian Employers this year will be held in Canada, beginning September 15, at the Windsor Hotel in Montreal.

The international organization has a membership of 18,500 in 14 countries. Delegates have been chosen already from Argentina, Belgium, Chile, England, Germany, France, Mexico, The Netherlands, Italy, Portugal, Spain and the United States.

The Canadian affiliate of the group is the Professional Association of Industrialists. Wilfred Girouard, Montreal manufacturer, will act as chairman. Prime Minister Diefenbaker is scheduled to open the convention.

## **Hold McGill Conference September 11 and 12**

McGill University's 9th Annual Industrial Relations Conference will be held September 11 and 12. Theme of this year's conference is "Industrial Relations and Technological Change".

There will be five speakers and two discussion leaders. Speakers and their topics are: Dr. William Westley, McGill, "Men and Machines"; Dr. George P. Schultz, Massachusetts Institute of Technology, "Concepts of Change in the Labour Market"; Ralph Presgrave, J. D. Woods and Gordon, Ltd., "What Price Technology?"; Dr. Eugene Forsey, Canadian Labour Congress Research Director, "Technological Change—A Problem for Labour"; and S. M. Gossage, Manager of Labour Relations, Canadian Pacific Railway Company, "Technological Change and the Responsibility of Management".

Leaders of the panel discussion will be E. R. Complin, Dupont of Canada, and Gérard Pelletier, Director of Public Relations, Canadian and Catholic Confederation of Labour.



## **Arbitration Clause Ruled Enforceable in U.S. Court**

Federal courts have the power to enforce arbitration clauses in labour-management contracts, the United States Supreme Court has ruled.

The 7 to 1 decision was made in three cases, all of which had been brought by unions against employers who had refused to submit grievance disputes to be settled by an arbitrator, as provided by the contracts.

The principle at issue had been before the courts for years, and judges in state and federal courts had held various views about it. Many lawyers regard the decision as one of the most important made in labour law for years.

About 90 per cent of existing collective agreements provide for arbitration as the final step in the procedure for settlement of grievances. The Supreme Court's decision thus gives important support to the arbitration method of settling disputes.

Only eight or nine states have statutes which provide for enforcement of arbitration agreements; and the common law in most states, according to legal authorities, holds that agreements to arbitrate cannot be enforced.

The ruling will not affect disputes between employers and unions over the terms of new contracts.

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## **Publish Analysis of Sheet Metal Trade**

An analysis of the sheet metal trade, prepared by a national committee appointed by the Department of Labour, has been published.

The analysis, together with analyses of six other trades, four of them published previously and two more to appear shortly, was carried out as a result of a recommendation made at the First National Conference on Apprenticeship in Trades and Industry, held in Ottawa in May 1952. The analyses of the following trades have been published previously: machinist, carpenter, bricklaying, and plastering. Analyses of the motor vehicle repair trade and plumbing trade will be published in the near future.

Federal and provincial training authorities hope that by analyses of the various skilled trades which are designated as apprenticeable in most of the provinces, it may be ultimately possible to reach agreement on uniform standards of competence. This would be a step forward

towards achieving the acceptance in the other provinces of apprentices trained in any Canadian province.

The analyses of the various trades are recommended as: a basis for training programs in industry, courses of study in vocational schools and trades institutes, etc.; a guide to foremen for on-the-job training; a basis on which experience may be evaluated and a means of transferring apprenticeship credits from one province to another.

As in the case of all the studies, the analysis of the sheet metal trade contains only those phases of the trade considered essential in all provinces. This leaves each province free to add to the analysis any skills or knowledge peculiar to its particular area. The analysis is not intended to be a course of study, and accordingly the operations need not necessarily be taught in the sequence set forth. While the scope of the analysis is comprehensive, embracing as it does the manipulative features of the trade with necessary related knowledge, it does view the trade in its broader aspects and includes blueprint reading, mathematics and science. In addition to this, the committee who prepared the document suggests that the trainee be given, when opportunity affords, an introduction to certain phases of estimating and also of design, which involves proportioning sizes and determining capacities, and the like.

The publication is available from the Queen's Printer, Ottawa, at 50 cents a copy.

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## **Canada's Colombo Plan Gifts Total \$151 Million**

Between 1950, when the Colombo Plan began, until April 1958, Canada's contributions and obligations to the plan will have amounted to \$151,230,027.

Canada's share of capital assistance is \$147,710,159; technical assistance, \$3,487,637, with an additional \$32,231 going to the Colombo Plan Bureau for Technical Co-operation.

To date, Canada has contributed towards 67 capital assistance projects of varying sizes, and at present eight countries are benefitting.

Canada's technical assistance scheme, under which experts are sent to Asian countries and Asians are trained in Canadian universities, has been extended to 12 countries; 636 fellows and scholars have trained in Canada, and 94 Canadian experts have been sent to Colombo Plan areas.

Of the 94 experts sent abroad since 1950, there are 42 at present in Colombo Plan areas.

## **New Edition Available Of "Labour Standards"**

A new (1956) edition of the Department of Labour publication *Provincial Labour Standards* is now available. Revised each year, this bulletin brings together under one cover information regarding the standards set by the provincial laws governing child labour, holidays, hours of work, minimum wages, equal pay for equal work, fair employment practices, weekly rest-day and workmen's compensation.

In a foreword the bulletin reviews changes in laws or regulations in 1956. These include the enactment of a new Annual Holidays Act in British Columbia, effective from July 1, 1957, which requires employers to grant their employees a vacation of two weeks with pay at 4 per cent of annual earnings after a year of employment. Under the former Act, workers were entitled to a vacation of one week with pay after a year's service.

Minimum wage orders in Alberta were revised, substantially increasing minimum rates. The new rates, applicable in cities and towns with a population exceeding 5,000, are \$30 a week for male workers of 19 years of age and over and \$28 a week for women workers. The former rates, \$26 and \$24, respectively, applied to the four cities of Edmonton, Calgary, Lethbridge and Medicine Hat. In the remainder of the province the minimum rates are \$26 a week for men and \$24 for women, representing an increase of \$1 a week for men and \$4 a week for women.

In British Columbia, the orders governing workers in factories, shops and offices were among those revised, establishing 75 cents an hour for male workers and 60 cents for female workers in factories, 65 cents an hour for all workers in shops, and 75 cents an hour for all workers in offices. For male workers in New Brunswick engaged in the canning or processing of fish, vegetables or fruit the minimum wage was increased from 55 to 65 cents an hour.

In Nova Scotia and Manitoba, new Equal Pay Acts were enacted. Under the Nova Scotia Act, which went into force on January 1, 1957, women must be paid the same wage rates as men for the same work done in the same establishment. The Manitoba Act forbids discrimination against either sex in the payment of wage rates in respect to identical or substantially identical work in the same establishment.

Fair Employment Practices Acts forbidding discrimination by employers with regard to employment and by trade unions with regard to membership on grounds of

race, colour, religion or national origin were adopted in British Columbia, New Brunswick and Saskatchewan.

Under Workmen's Compensation Acts, a higher compensation rate in Manitoba, Newfoundland and Nova Scotia, increases in the ceiling on earnings in Manitoba, Alberta, Ontario and Saskatchewan, and larger allowances for widows and dependent children in several provinces were among the changes provided for.

Copies of the bulletin in both English and French are available from the Queen's Printer at 25 cents each.

## **ICFTU Holds Fifth Biennial Congress**

Affiliation of Finnish unionists, resignation of its president, the role of France in Algeria and the treatment in Hungary of workers in particular and the population as a whole were matters taken up at the fifth biennial congress of the International Confederation of Free Trade Unions, held during July at Tunis, Tunisia.

Canada was represented at the congress by Claude Jodoin, CLC President; Donald MacDonald, CLC Secretary-Treasurer; William Mahoney, Canadian Director of the United Steelworkers of America; E. P. O'Connor, General Secretary of the B.C. Government Employees' Association; and George Hutchens, Canadian Director, International Union of Radio, Electrical and Machine Workers.

The affiliation of the Finnish unionists, which brought 300,000 new members into the ICFTU, which boasts members from 92 other countries outside the Iron Curtain, was enthusiastically approved at the opening session of the congress.

The congress heard with regret that its president during the past four years, Omer Becu, of Belgium, was quitting the office. It was expected that the post would go to Arne Geijer, of Sweden, but this had not been confirmed at press time.

A direct plea was made to France in the name of the delegates, representing 55,000,000 organized workers, to begin truce negotiations with the independence forces of Algeria.

The congress asked that Hungary, under its present regime, be barred from the United Nations and all its specialized agencies, and demanded that Soviet Russia be compelled to withdraw its troops from the country and permit free elections.

The action was taken by a unanimous vote, after they heard a speech delivered by Anna Kethly, Hungarian emigre leader.

G. D. Ambekar, Indian Trades Union Congress, called for an end to atomic bomb tests, and expressed the hope that all peoples of the world could quickly learn to live in peace as brothers.

Victor G. Reuther, Assistant to the President of the United Automobile Workers, told the congress that United States labour was moving swiftly towards establishment of a four-day, 32-hour week as a safeguard against "automation unemployment".

William C. Doherty, Vice-president of the AFL-CIO, blamed "price-gouging by profit-hungry monopolists" for a rise in living costs last year, and added that labour welcomes the present Senate investigation into the causes of inflation.

### **Automation Discussed in TUC'S Half-Year Review**

In the belief that there is probably no set formula and procedure that can be used in every case in which the impact of automation on jobs and wages is felt, the Trades Union Congress of Great Britain has decided to call new meetings with groups of unions in order to pin down questions that are likely to arise in their industries.

A general point which the TUC makes in its half-yearly survey, called "What the TUC is Doing," is the need for full consultation with employees' representatives before automation or other changes in industrial methods are introduced. It also insists that employers and the government must accept their responsibilities for ensuring that changes in industry are introduced with as little dislocation and hardship as possible.

The TUC says that unions also can help to prepare for industrial change that may come about through automation or in other ways by pressing for general agreements covering redundancy, consultation, compensation, training and so on.

In order to help unions in this way the Congress has been collecting information about agreements covering redundancy. The four principal matters covered in such agreements are found to be: prior consultation, selection procedure and notice to be given, compensation arrangements, and schemes for re-employment.

Although automation brings difficulties, the TUC emphasizes that these are not necessarily new. Trade unions have had to face these and similar issues before. The Congress also contends that the danger in Great Britain is not that automation will be introduced too rapidly, but it may

come in too slowly. In the TUC's view, for Britain to allow other countries to outpace her and threaten her ability to compete would endanger jobs and living standards. The prospect of Britain's joining a European Free Trade Area is held to lend added urgency to this consideration. The TUC states that "even our most strongly placed industries would be unable to take full advantage of the wider European markets unless they made themselves fully competitive".

### **Illness Hits 39 in 1,000 Workers; Cost is High**

Prolonged illness strikes employees at the rate of 39 for each 1,000 on the payroll annually, a five-year study of non-occupational illness in the United States has found. A prolonged illness was defined as one involving at least four weeks' absence from work.

The survey, conducted by the Research Council for Economic Security, an independent group, and financed by private industry, covered 193,856 employees of 145 business concerns, both large and small, manufacturing and non-manufacturing. Groups in labour, management, medical and health fields co-operated in the survey.

The survey also found that:

—The average absence from work because of prolonged illness is a little more than 10.8 weeks.

—The rate of absence because of prolonged illness rises markedly with age and is greater among women workers than among men and among production workers than salaried personnel.

The cost to workers of prolonged illness is high, the researchers found. Even where employers have sickness compensation plans, prolonged illness costs the average worker affected about 13 per cent of his normal annual earnings.

#### **"Large Gaps"**

The "substantial" cost to the worker even when the employer shares the cost shows that there are "large gaps" to be filled, the report said. One gap could be filled, it suggested, by setting up industrial medical departments of preventive medicine.

While benefit provisions of health insurance programs covered 62 per cent of gross medical care costs, as a result of heavy emphasis on hospitalization and surgical care present benefits meet 80 per cent of hospital charges and 61 per cent of surgeons' fees but only 16 per cent of other costs.



## **Farm Population Drops 5.7 Per Cent in 5 Years**

Canada's farm population showed a further marked drop in the period 1951 to 1956 but the total farm area was virtually unchanged, according to a Dominion Bureau of Statistics report based on the national census of 1956.

Number of persons living on farms, as defined by the Census, showed a decrease of 165,241, or 5.7 per cent, from 2,911,996 in 1951 to 2,746,755 in 1956. This was a larger proportional decrease than occurred in the 10-year interval between 1941 and 1951, when the total fell 240,453 or 7.6 per cent.

While the total number of occupied farms showed a decrease from 623,091 in 1951 to 575,015 in 1956, or 7.7 per cent, the total area in farms decreased only 0.1 per cent from 174,046,654 acres to 173,923,691 acres in 1956, with the result that the average size of farm for all Canada increased from 279.3 acres in 1951 to 302.2 acres in 1956.

An important factor contributing towards the larger farms has been the use of more farm machinery of various classes.

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## **AFL-CIO Attempts To End Craft-Industrial Disputes**

A method of dealing in three steps with jurisdictional disputes between building trades and industrial unions is being set up within the AFL-CIO. The plan, which has been worked out by a special committee of high-ranking union leaders, does not provide for final settlement by arbitration if negotiations fail.

Failure to agree to arbitration has been the chief stumbling block in previous efforts to work out methods of settling such disputes. The building trades unionists did not like the form of arbitration originally proposed.

General agreement has been reached on the main line of division between the jurisdictional provinces of the two types of unions. New construction is to belong to the building trades craft unions, and running maintenance is to belong to members of the industrial unions who are permanently employed at the plant.

The doubtful area of jurisdiction concerns the alteration, repair, and moving of plant. Some companies use regular employees for work of this kind. Others let out the work to outside contractors.

"In these doubtful areas decision should be made on the basis of established past practices on a plant, area or industry

basis," said George Meany, President of the AFL-CIO, in a letter outlining the new plan addressed to Richard J. Gray, President of the Building Trades Department of the federation, and Al Whitehouse, Director of the Industrial Union Department.

The plan, as described in Mr. Meany's letter, calls for a panel of six persons to be set up within the AFL-CIO, three of whom are to be nominated by the Building Trades Department and three by the Industrial Union Department. These six persons are to be divided into three teams of two men each, one from the Building Trades Department and one from the Industrial Union Department on each team.

### **Under Direction of President**

These teams are to work under the direction of the President of the AFL-CIO, and devote their whole time to mediating disputes regarding jurisdiction. The committee which reached agreement on the setting up of the plan hopes that these teams will succeed in settling a great many disputes.

"It was further agreed," said Mr. Meany in his letter, "that disputes that are not settled by the two-man teams will then be referred to a committee to consist of the President of the Building Trades Department, the Director of the Industrial Union Department, and one person representing the President of the AFL-CIO. In the event this three-man committee cannot settle the dispute it will then be referred to the Special Committee established by the AFL-CIO Executive Council."

Although the procedure which is being set up does not as yet provide any final method of settling disputes, Mr. Meany says: "The concensus is that it can be used to settle a great many of the disputes and bring about an atmosphere by which it may be possible, at some time in the future, if desired, to provide a definite terminal arbitration. For the time being, however, no final decision has been reached on this point."

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## **Seven More CLC Councils Have Received Charters**

In recent months, mergers of local labour councils have taken place in three cities while in four other centres, existing councils were enlarged by the addition of locals with a formerly rival affiliation.

During the same period, it was announced that the Brotherhood of Railroad Trainmen had voted overwhelmingly to affiliate with the Canadian Labour Congress.

The new CLC local labour councils are: Regina Labour Council, result of a merger between the Regina Trades and Labour Council (TLC) and the Regina Labour Council (CCL).

Quebec Labour Council, formed through merger of the Quebec and Levis Federated Trades and Labour Council (TLC) and the Quebec Labour Council (CCL).

Lindsay and District Labour Council, a fusion of the Lindsay Trades and Labour Council (TLC) and the Lindsay and District Labour Council (CCL).

Fort Frances and District Labour Council, formed when the Fort Frances Trades and Labour Council amended its constitution to admit former CCL affiliates.

Hull-Gatineau and District Labour Council, the former Western Quebec Trades and Labour Council with the addition of former CCL affiliates.

Prince Rupert Labour Council, formerly the Prince Rupert Trades and Labour Council (TLC), which now includes former CCL locals.

Pine Falls Labour Council, formerly the Pine Falls Trades and Labour Council, now open to former CCL affiliates.

The Brotherhood of Railroad Trainmen has a membership of approximately 22,000.

### **UAW Appoints Canadian To Public Review Board**

A Windsor, Ont., magistrate has been named by the United Auto Workers as a member of the union's Public Review Board. He is J. Arthur Hanrahan, who in his 12 years as county court magistrate in Windsor has presided over 38 conciliation boards.

The Public Review Board was established at the UAW's convention last April (L.G., May, p. 530) as a safeguard against racketeering and injustice in the union. Magistrate Hanrahan is the seventh member named to the Board. Other members are: Rabbi Morris Adler and Circuit Judge Wade H. McCree of Detroit, Bishop G. Bromley Oxnam and Mgr. George Higgins of Washington, Chancellor Clark Kerr of the University of California, and Prof. Witte of the University of Wisconsin.

Of the 38 conciliation proceedings over which Magistrate Hanrahan has presided, 31 resulted in agreements at the conciliation stage.

Other recent appointments and a resignation that are of interest to Labour include:

—The resignation of George Ferguson from the Ontario Labour Relations Board because of pressure of his law practice.

—Appointment of J. R. Griffith, one-time official of the Brotherhood of Railway Carmen, to be a Director of the Canadian National Railways. Mr. Griffith has served as General Chairman and System General Chairman of the Brotherhood's Joint Protective Board and from 1944 until 1951 was a labour member of the Saskatchewan Labour Relations Council.

—Election of James Patterson of Toronto to be President of the National Association of Marine Engineers (CLC).

—Election of Murray Smith, Works Manager of Canadian Industries Limited, as President of the Industrial Accident Prevention Associations of Ontario.

—Election of John V. Cuff of the Central Ontario Industrial Relations Institute to be President of the Personnel Association of Toronto.

### **Jobless Benefits Claimed By Vacationing Workers**

Because of a ruling last January by the New York State Unemployment Insurance Appeals Board, many of the state's workers are filing claims for unemployment insurance benefits for the period they were on paid vacation.

The Appeals Board ruled that vacation pay, under many types of collective agreements, was a "bonus for past services" rather than remuneration. Under this interpretation, workers in a plant that is closed down for vacation are considered unemployed, even though they receive vacation pay. The theory behind the ruling is that an employee is not assured of his job when the plant re-opens after the vacation and, technically, is therefore available for employment during the period.

### **All Claims Scrutinized**

Dr. Isador Lubin, State Industrial Commissioner, reported that only a small percentage of vacationing workers who could have applied for benefits have done so, and declared that all claims would be scrutinized to see if the applicant was "truly available for work".

Where the plant is closed for vacation with union consent or according to collective agreement, claims are being rejected, Dr. Lubin said.

# Progress Report, Research Program on Training of Skilled Manpower

That rapid technological changes of recent years have expanded demand for skilled and technical manpower and changed kinds of knowledge and skills required of such workers is one preliminary finding of program

Rapid technological changes in recent years throughout the Canadian economy have resulted in a great increase in the demand for skilled and technical manpower, and have also led to changes in the kinds of skill and knowledge required of such employees.

This is one of the conclusions reached at the end of the first year of the Department's research program on the Training of Skilled Manpower, according to a progress report just completed. The program is being conducted in co-operation with federal and provincial agencies and other groups.

Decision to initiate the research program was taken after a review of technical training programs in 1955, when ten-year federal-provincial agreements were coming to an end, had underlined the need to analyze changing manpower requirements, and after the Vocational Training Advisory Council at its February 1956 meeting recommended that the Department undertake such research. This recommendation was subsequently endorsed by the Apprenticeship Training Advisory Committee.

An interdepartmental committee, comprising representatives of the Department of Labour, the Unemployment Insurance

Commission, the National Research Council, the Defence Research Board, and the Dominion Bureau of Statistics, was formed to plan and direct the program. Chairman of the committee is Dr. George V. Haythorne, Assistant Deputy Minister of Labour.

The committee decided to direct research into four main areas: (1) the changing requirements for skilled manpower in Canada; (2) manpower available for training or re-training; (3) an appraisal of means and practices of acquiring skills; and (4) special factors affecting the training of skilled manpower.

During 1956, the researchers concentrated on some aspects of the last three. Field inquiries were conducted during the summer of 1956 into technological and other changes occurring in five selected industries in the Montreal and Toronto areas; and into the way in which skilled workers in five selected occupations had acquired their skills.

Preliminary findings of the research program during its first year are listed below. While basically exploratory in nature, the initial work provides a basis for further studies during the second year.

## Effects of Technological Change on Requirements and Training of Skilled Manpower

The investigation into the effects of technological change on requirements and training of skilled manpower was conducted by means of interviews of management personnel at all levels down to the direct supervisors. Interviews were conducted in five industries: electrical and electronic products, heavy industrial machinery, aircraft, chemical and automobile.

There was clear evidence in these industries of an increasing application of scientific methods to both the products manufactured and production processes involved, the progress report states. The rapid growth of output and increasing wage costs have tended to speed up the rate of technological change. As a result, requirements for skilled and technical manpower have increased greatly and the kinds of skill

and knowledge required of workers have undergone modification. The proportion of indirect to direct labour employed in these industries has increased.

Some new kinds of skilled and technical occupations are emerging, others are changing or declining in importance, while many are remaining stable. Many of the new occupations come within the category of "technician" and rank between the skilled trades and the professional engineer or scientist. The increased requirements for skilled tradesmen and technicians have tended to reduce, at least relatively, the demand for semi-skilled assemblers and machine operators.

Management showed much interest in recruiting and training of skilled and technical manpower, were placing increased



emphasis on the importance of training in the plant, and had wider recognition of the need for increased technical and vocational training facilities.

In the managers' view, young persons who want to enter skilled trades or advanced technical occupations should be helped in their choice of subjects to study, and encouraged to finish high school. The importance of mathematics and science in these occupations makes such higher education desirable.

Some of those interviewed were not aware of the training that is or might be given in technical and trade schools.

Apprenticeship and trade school training were important in the heavy industrial machinery, aircraft and automobile parts industries. Owing to the present rapid changes in the kinds of skill required in various occupations, the effectiveness of traditional apprenticeship training was regarded as doubtful.

More consideration should be given to the role of public training institutions in connection with apprenticeship.

Employers were almost unanimous in believing that more technical institutions were needed beyond the secondary school level to provide training for technicians and other highly trained specialists. Development of such institutions can help relieve pressure on the universities' facilities for training engineers.

Many employers thought well of the national certificates for technicians and other types of skilled manpower which had been obtained by many workers from the United Kingdom. Such certificates were held to be a help to an employer in judging the qualifications of prospective employees.

It was generally agreed that more mathematics and science teachers were needed in the secondary schools.

### Acquisition of Skills Survey

During the summer of 1956 about 1,000 interviews were undertaken of qualified workers in five occupations: tool and die maker, sheet metal worker, senior draughtsman, electronic technician, and floor moulder. From 100 to 200 fully qualified workers or foremen were interviewed in each occupation.

The object of the interviews was to obtain information on the training and experience of each worker. "A detailed knowledge of how skilled workers have acquired their skills and what training they have undertaken will assist in providing new insights into future desirable changes in the nature of training, at least for these and similar occupations," the report says.

Among the "preliminary impressions" derived from these interviews was that Canadian-born workmen in these occupa-

tions have acquired their skill in a variety of ways, most commonly by informal training on the job, rather than through apprenticeship or other formal types of training.

Immigrants have generally had more formal training than Canadians, through apprenticeship or in technical institutions of various kinds.

Informal training methods seem to produce results more slowly than organized methods such as apprenticeship.

The newer and growing occupations, such as electronic technician and draughtsman, appear to require a higher degree of general education than the older occupations, with special emphasis on mathematics and science, and often with training in technical institutes more advanced than high schools.

### Survey of Public Vocational and Technical Training Facilities

Information on Canada's vocational and technical training facilities was obtained from provincial authorities. Despite their co-operation it has not yet been possible to obtain a complete report. Further inquiries are planned.

"The returns submitted indicated that total annual expenditures on all branches of vocational and technical training have increased from approximately \$29,500,000

in 1951 to nearly \$41,500,000 in 1956; and that there has been substantial growth in all provinces except Prince Edward Island, Manitoba and Saskatchewan," the report states.

"Preliminary figures for enrolment for 1956 in full-time courses of those public schools and institutes which provide some form of vocational training totalled

approximately 97,000, of whom about 37,000, or 38 per cent, were enrolled in industrial and technical courses as distinct from commercial, agricultural and home-making courses.

"In addition there were 5,500 persons enrolled in provincial vocational correspondence courses, about 10,000 in special classes for indentured apprentices, and more than 30,500 in private trade schools."

### Survey of Organized Trade Training Programs in Industry

In 1956 the Economics and Research Branch included a question on organized training in selected industries in its annual survey of working conditions. Nearly 7,500 establishments, usually employing more than 15 workers, were covered.

This survey showed that the proportion of establishments with organized trade training programs was greatest in public utilities, in which industry it was 34 per cent, followed by manufacturing with 29 per cent. Of all four industries covered—mining, manufacturing, transportation, pub-

lic utilities—manufacturing accounted for 89 per cent of all establishments reporting training programs.

In manufacturing there has been a fairly substantial increase in the number of establishments with organized trade training programs since 1951, the percentage in that year being 16 compared with 29 per cent in 1956.

In 1956, about half the manufacturing establishments with training programs were training fewer than five persons; only 9 per cent were training 25 or more.

### Trends in Requirements and Supplies of Skilled and Professional Manpower

Requirements for skilled workers, it was found in a study conducted for the Gordon Commission, have expanded markedly, especially in the postwar years. Skilled workers amounted to 11 per cent of the labour force in 1931, and were estimated to be 16.3 per cent of the labour force in 1956. Shortages of skilled workers have characterized the postwar period in a number of years, particularly in 1947, 1948, 1951 and 1956.

The rapidly expanding requirements for skilled workers have not been matched by a comparable increase in the numbers available for training. The population aged 15 to 19 years—the time when most persons enter the labour force or begin specialized training—has remained practically unchanged for the past 20 years. Between 1955 and 1960, however, it is

estimated that there will be an increase of 340,000 in the number of young persons available for training.

Immigration has filled the gap to a considerable extent. Immigration during the years 1946-55 inclusive added some 108,000 skilled workers to Canada's labour force. This exceeds the number of persons graduating from all public training programs during recent years. Rapid increases are beginning to take place in the number of Canadian-born youth of training age. In order to obtain a larger supply of skilled manpower from this source it will be necessary to expand training programs. Immigration will continue to furnish some skilled workers, but it cannot be relied upon too much when demand for skilled workers is expanding in other countries also.

### The Program for 1957

Last year's studies show the need for more information on the changing demand for different kinds of skilled and professional workers. Manpower changes which have already occurred, or which are expected during the next five or ten years, will be studied this year. Studies will also be made of changing job content in representative occupations.

Information will also be needed on changes in production methods and equipment, on the length of the training period required to qualify for different occupations, on the reasons for changes in occu-

pational requirements, and on new occupations that may be developing.

It is planned to conduct more interviews with competent workers on the same lines as last year in engineering, and possibly in a few other occupations. Information will be sought on the education and training of those engaged in engineering jobs in industry, and also on the kind of work they are doing. This will help to throw light on the sources from which industry obtains engineers, and the use it makes of them. It is hoped that such information will help in singling out from the work

usually done by professional engineers that which might be done by highly trained technical workers.

The review of existing training facilities which began in 1956 in co-operation with provincial departments will be continued.

Using statistical information available from the Census of Canada and the Department's survey of wage rates of selected occupations, an attempt will be made to obtain more comprehensive data

on occupational trends during the last few decades.

If resources permit it is planned to examine the training provisions contained in collective agreements, and to make some enquiries on what happens to students who drop out of various technical and vocational courses, and of the types of employment found by those who complete such training.

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## 21<sup>st</sup> Annual Convention of the Newfoundland Federation of Labour

Almost entirely new executive elected, with only two vice-presidents from former board named to serve again. Ronald Smith is President

Four new officials and two incumbents were elected to guide the destinies for the next year of the Newfoundland Federation of Labour (CLC) at the 21st annual convention of the organization, held in St. John's in July. Thirty-six unions with a membership of some 20,000 were represented at the convention by 70 delegates.

Ronald Smith of Grand Falls became President. Serving with him will be: Alex Bannister, of St. John's, as Secretary-Treasurer; Philip Oliver, St. John's, Norman Reynolds, Bell Island, Doyle Sharpe, Buchans, and Peter Dicks, Corner Brook, Vice-presidents. The two officials re-elected were Messrs. Oliver and Sharpe.

More than 20 resolutions were considered by the convention, with particular emphasis being placed on those dealing with affiliation of independent unions, prices of fish and wages. In keeping with a request of the Canadian Labour Congress that the Federation change the time of year for its convention, it was resolved to hold the next convention at Corner Brook in September 1958. It will be known as the Third Convention of the Newfoundland Federation of Labour (CLC).

Mayor H. G. Mews of St. John's welcomed the delegates to the convention, while the provincial labour minister, C. H. Ballam—one of several guest speakers—praised the efforts made on behalf of labour by the retiring President and Vice-president, Frank Chafe and Cyril Strong, and urged them to continue advising the executive body of the Federation on matters of policy.

Responding to a committee suggestion that independent unions in Newfoundland be admitted to membership in the Federation, retiring President Chafe pointed out that there is no possibility of this occurring as unions wishing to affiliate with the Canadian Labour Congress must first affiliate with a national or international body, and the outside unions of the province do not meet with this provision of the CLC Constitution.

In the resolution on fish prices, the fishermen's federal labour union of Burin asked the Federation to find out why fish plants in Newfoundland pay less for fish and less for labour than plants on the Atlantic mainland, and urged that the Government be requested to launch an investigation into the matter.

Among other resolutions advanced by the delegates were those urging:

—The election of a political education committee to note the voting record of members of the Newfoundland House of Assembly and of the federal House of Commons;

—The limiting of time that one person can serve on boards set up by the government to deal with matters affecting labour (it was suggested that appointments in the future be limited to a period of not more than two years);

—That cooking be designated as a trade;

—That an investigation be made into medical fees charged in Corner Brook, which "have doubled in the past six years". (The Federation was asked to urge provincial authorities to investigate the



matter, and that copies of the resolution be sent to the Minister of Labour and the Leader of the Opposition);

—Establishment of a vocational school to train young men for other trades besides those of the paper making industry in Corner Brook;

—That the practice of vacations with pay enjoyed in other provinces be legislated to apply in Newfoundland, and that firms employing more than 200 persons be required to provide a proper pension plan.

The Federation heard L. K. Abbott, delegate from the Brotherhood of Railwaymen, complain that seamen in Newfoundland serving with Canadian National Steamships are still getting lower wages than those paid others serving with the railway, and asked the NFL to support these men in their claims if negotiations now under consideration with the railway fail to produce desired results.

A committee will be set up to approach the Newfoundland Teachers Association and the fishermen's federation in an attempt to persuade them to affiliate with the NFL.

Andrew Cooper, international representative of the Carpenters, addressing the convention "deplored" the oversight of the Federation in failing to send invitations to international representatives to attend their sessions. He hoped the animosity of the Federation towards international organizations would disappear with the old executive.

G. M. Winter, President of the Newfoundland Board of Trade, told the convention:

"I am very happy to be present at this function. In my official capacity as president of the Board of Trade and in my individual role as a businessman, I consider it quite a distinction to be associated with this event. To my mind it is symbolic of the target that we are always aiming for, a mutual understanding of the problems that arise from time to time amongst us, and a sincere and earnest desire to solve them to our mutual satisfaction. Indeed, it is our earnest hope that the relationships so painstakingly built up in the past shall continue to grow stronger in the future."

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## First Ontario Conference on Aging

Conference objectives were to find out what problems of aging existed in the province and how to find solutions for them, and to provide an opportunity for those working in the field to discuss co-operation

Some 500 delegates assembled at the University of Toronto from May 31 to June 3 at the first Ontario Conference on Aging. Representatives from nearly all sections of society were present, including organized labour, various industrial concerns, religious organizations, educational authorities, voluntary and welfare organizations, the medical and nursing professions, community groups, and provincial and federal governments.

The objectives of the Conference were to find out what were the problems of aging in Ontario and how to find solutions for them; and to provide the opportunity for those working in the field to learn of each other's activities and to discuss future co-operation.

The Conference was sponsored by many voluntary organizations, religious bodies, professional associations and labour, business and industry, and was organized by a special conference committee from the many interested organizations with the

co-operation of the Department of University Extension of the University of Toronto.

All the many problems arising from the aging of our population were taken into consideration and discussed in considerable detail. Among the aspects discussed were aging and employment, counselling older people, pension plans, compulsory retirement plans and problems of the cost of living, nutrition and health, housing and living arrangements, community services, and care, treatment and rehabilitation in hospitals and homes.

The Conference was under the general chairmanship of Dr. J. D. Griffin, General Director of the Canadian Mental Health Association.

At the opening session, Dr. Malcolm Taylor of the Department of Political Economy, University of Toronto, discussed the effects of proposed health insurance plans on older people. He was followed by Dr. E. L. Bortz, Chief of Medical

Services, Lankenau Hospital, Philadelphia, who spoke on the challenge of an aging population. Dr. Bortz heads a scientific research team studying the biological aspects of aging.

Many suggestions were made to meet the various needs of our steadily aging population. Among these emphasis was given to the need for greater use of existing facilities for the training and re-training of older persons. It was explained that the difficulty of persons in the late 30's, 40's or 50's in obtaining employment might very well be alleviated with re-training for suitable employment.

Considerable attention was given to the problem of pensions and the obstacle they provided to the employment of middle-aged and older persons. In these discussions, Mrs. Barbara Shenfield of the University of Birmingham, England, explained that a joint statement had been issued by the insurance companies of Great Britain which showed that pension schemes need not be as prejudicial to the employment of older workers as was generally believed to be the case.

Ian Campbell, National Co-ordinator of Civilian Rehabilitation and newly-appointed Chairman of the federal Government's Interdepartmental Committee on Older Workers, told the delegation that a study had been made of this specific problem under the aegis of this committee, and that a report would be forthcoming in the near future. The report, he hoped, would show ways and means of surmounting the obstacles to employment of older people presented by pension plans.

A great deal of discussion took place concerning compulsory and flexible retirement. It was stated that compulsory retirement plans were considered desirable by many employers for several reasons. Among the reasons given were that employee morale would suffer if promotions were delayed by postponed retirement, and technological improvements often reduced the need for manpower. Therefore, it was

considered more desirable to retire people than to lay off younger workers, and that compulsory retirement provided an objective without reflecting on the individual. This last reason was discussed at some length and it was felt by some of the delegates that compulsory retirement provided a "face-saving" device in that if all employees automatically went out at the same age there would be no reflection on their abilities. It was pointed out that in the case of flexible retirement, where some employees were retained and others were retired, it was a reflection on the ability of those who were retired at the normal age.

Some of the delegates felt that the time had arrived when the generally accepted normal age for retirement should now be advanced from 65 to 68, 69, or 70, rather than placing too much emphasis on flexible retirement.

The consensus of the delegates was that the conference had been a worthwhile endeavour in that it had stimulated widespread thinking on the many problems involved. A motion was passed urging that the organizing committee continue to operate as a body to implement the many resolutions put forward.

Planning of the conference was carried out under the direction of Mrs. Jean Good, Extension Department of the University of Toronto. The convenors of the various sessions were: Rev. Dr. L. F. Hatfield, General Secretary, Department of Christian Social Service, Anglican Church of Canada, cost of living and retirement income; W. S. Goulding, School of Architecture, University of Toronto, housing and living arrangements; Miss Hope Holmstead, Chairman, Senior Citizens' Committee, Ontario Division, Canadian Red Cross Society, community services; Gower Markle, Director of Education and Welfare, United Steelworkers of America, employment, unemployment and retirement; Miss Mary B. Millman, School of Nursing, University of Toronto, care, treatment and rehabilitation in hospitals and homes.

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Income received by paid workers in the form of wages, salaries and supplementary labour income is estimated by the Dominion Bureau of Statistics at \$1,263,000,000 in May. This was an increase of 3.8 per cent over the April figure of \$1,217,000,000 and a rise of 8 per cent over last year's May total of \$1,169,000,000.

In the January-May period, labour income increased 9.6 per cent to \$6,087,000,000 from \$5,556,000,000 a year earlier.

Increases were posted both in May and the January-May period for all main industry groups.

# Industrial Fatalities in Canada during First Quarter of 1957

Deaths from industrial accidents\* decreased by 142 from the previous three-month period. Of the 292 fatalities in the quarter, largest number, 57, occurred in construction; 54 recorded in transportation

There were 292† industrial fatalities in Canada in the first quarter of 1957, according to the latest reports received by the Department of Labour. This is a decrease of 142 fatalities from the previous quarter, in which 434 were recorded, including 60 in a supplementary list.

During the first quarter of 1957 there were six accidents which resulted in the deaths of three or more persons in each case. On January 14, a collision between a harbour pilot boat and a freighter in the Bay of Fundy cost the lives of three pilots and the four-man crew of the pilot boat. Five men employed on a construction job for the Ontario Hydro were drowned on January 12 at Gunn Lake, Ont., when the

truck in which they were crossing the lake broke through the ice and trapped them in the tarpaulin-covered back of the truck. At Welland, Ont., on January 30, five men died as the result of burns received when an electric furnace exploded at a steel foundry. On February 24 four fishermen were lost when the fishing vessel *Bonnie Gale* was wrecked during a heavy storm off the south coast of Nova Scotia.

There were two aircraft accidents which resulted in the deaths of three persons in each case. On January 22 a plane carrying the New Brunswick Minister for Municipal Affairs, the chief training officer for civil defence in the Maritimes and the president of a construction company were killed when the plane in which they were travelling crashed while on a flight between Fredericton and Moncton, N.B. The other accident occurred on February 15, near Ringwood, Ont., and resulted in the deaths of three construction contractors.

Grouped by industries (see chart p. 947), the largest number of fatalities, 57, was in construction. This includes 23 in buildings and structures, 19 in miscellaneous construction and 15 in highway and bridge construction. In the same period last year, 40 fatalities were recorded in this industry: 24 in buildings and structures, nine in miscellaneous construction and seven in highway and bridge construction. During the fourth quarter of 1956, 103 construction fatalities were listed: 47 in buildings and structures, 35 in highway and bridge construction and 21 in miscellaneous construction.

During the quarter, accidents in the transportation industry were responsible for the deaths of 54 persons: 21 in local and highway transportation and 15 in each of the steam railway and water transportation groups. For the same period of 1956, 46 deaths were reported: 24 in steam railways, 11 in local and highway transportation and eight in air transportation. Work injuries in this industry during the fourth quarter of 1956 were responsible for 59 deaths: 21 in steam railways, 19 in local and highway transportation and 13 in water transportation.

\*See Tables H-1 and H-2 at back of book.

†The number of industrial fatalities that occurred during the first quarter of 1957 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 77 fatalities for which no official reports have been received.

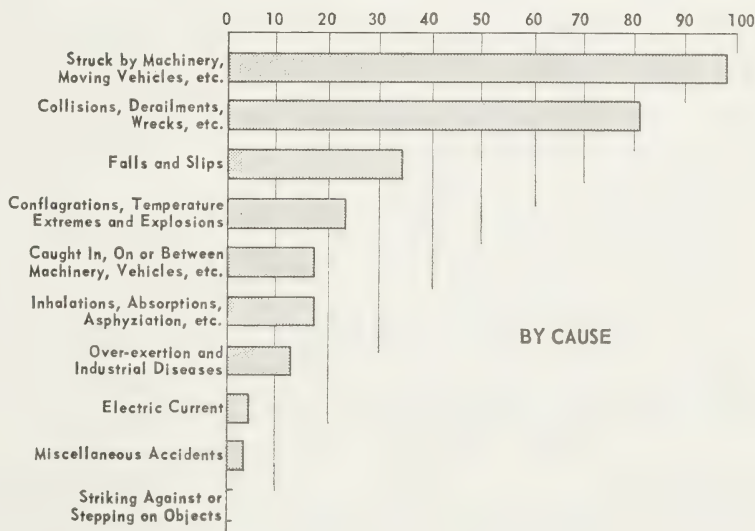
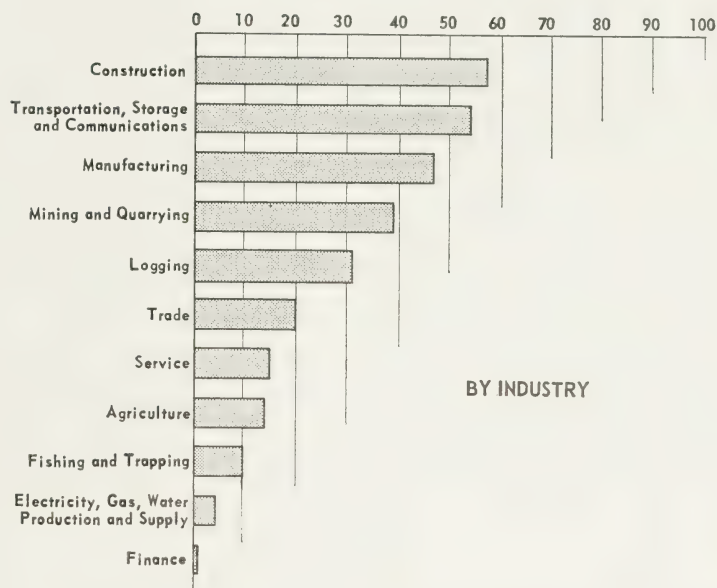
The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial may be omitted from the Department's records because of lack of information in press reports.



# INDUSTRIAL FATALITIES IN CANADA

First Quarter of 1957



Source: Economics and Research Branch, Department of Labour.

601-1PEU-3

In manufacturing, industrial injuries accounted for 47 fatalities. Of these, 13 were in iron and steel, 10 in wood products and nine in transportation equipment. During the same period of 1956, 57 were recorded, of which 20 were in wood products, eight in iron and steel and six in each of the food and beverages and transportation equipment groups. Deaths as the result of work injuries during October, November and December 1956 cost the lives of 51 persons, including 12 in wood products and seven in each of the following groups: food and beverages, paper products, iron and steel and non-metallic mineral products.

Mining accidents caused the deaths of 39 persons during the quarter, 20 occurring in metalliferous mining, 13 in non-metallic mining and six in coal mining. In the same period last year, 50 fatalities were recorded in this industry. These included 33 in metalliferous mining, nine in non-metallic mining and eight in coal mining. During the fourth quarter of 1956, 92 deaths were reported: 46 in coal mining, 36 in metalliferous mining and 10 in non-metallic mining.

Accidents in the logging industry resulted in the deaths of 31 persons during the first quarter of 1957, a decrease of 22 from the 53 that occurred during the previous three months. In the first quarter of last year, 40 lives were lost in this industry.

An analysis of the causes of these 292 fatalities (see chart p. 947) shows that 98 (34 per cent) of the victims had been "struck by tools, machinery, moving vehicles or other objects". Within this group the largest number of deaths, 14, was caused by "automobiles or trucks", 12 by "falling trees or limbs", and 11 by "landslides or cave-ins". In the classification "collisions, derailments, wrecks, etc.", 81 fatalities were recorded. These include 42 as a result of automobile or truck accidents, 19 involving watercraft and 10 tractor or loadmobile accidents. "Falls and slips" were responsible for 34 fatalities during the period, all of which were the result of falls to different levels.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 102. In British Columbia there were 50, in Quebec 45 and in Alberta 33.

During the quarter there were 137 fatalities in January, 92 in February and 63 in March.

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## 2nd Fair Practices and Human Rights Conference Held by Winnipeg Unions

**Delegates call for strengthening of Manitoba's fair practices laws and for action by federal Government against racial discrimination in housing and immigration. More than 100 delegates in attendance**

More than 100 persons attending the Second Fair Practices and Human Rights Conference in Winnipeg heard labour speakers call for the strengthening of fair practices laws in Manitoba and action by the federal Government to deal with racial discrimination in housing and immigration. The Conference was arranged by the Manitoba Labour Committee for Human Rights and the Canadian Labour Congress Education Department. Delegates represented affiliated locals of 16 unions in Winnipeg and surrounding areas.

Opening speaker at the Conference, Sid Blum, Director of the Jewish Labour Committee of Canada, and a member of the CLC Standing Committee on Human Rights, charged that racial and religious discrimination are still prevalent in Canada,

and that people in many areas are denied equality of treatment and opportunity in employment, housing and public accommodation.

Within only the past few months, Mr. Blum stated, local Human Rights Committees in Toronto, Vancouver and Winnipeg had filed complaints against some 30 firms or employment agencies for violation of provincial or federal fair employment practices acts.

"Even an instrument of the federal Government such as the Immigration Act contains discriminatory provisions which bar prospective newcomers to Canada solely on grounds of race, creed, or colour," Mr. Blum said. "Canadian citizens of Japanese or Chinese ancestry who wish to bring over close relatives from Asia

have to undergo restrictions and prohibitions imposed by our Government which affects no other Canadian citizen," Mr. Blum said.

"The first prerequisite to the effectiveness of anti-discrimination laws in Canada is proper administration," he declared. "A good law badly administered is worse than no law or a weak law well administered. The labour movement has continually urged that Citizens Advisory Committees be set up in connection with fair practices legislation, and that the government department administering the Fair Practices Acts initiate a positive program of education to inform the public of the principles and provisions of its anti-discrimination laws. So far, only the federal Department of Labour has instituted such a program, if only on a small scale."

Delivering the address at the banquet, Russell Lasley, Chicago, Vice-president of the United Packinghouse Workers of America, urged labour organizations to work in the community to let the rest of the world know what they were doing to break down discrimination.

Course leaders and resource persons at the Conference who helped to conduct the three workshop groups were Harry Waisglass of the United Steelworkers, M. Rygus, of the Machinists; W. Ladyman, I.B.E.W.; Gordon Wilkinson, Prairie Region Education Director of the CLC; B. H. Hardie of Ottawa and J. S. Gunn of Winnipeg, federal Department of Labour; Prof. Clarence Barber, University of Manitoba; C. A. Patriet, Director of Public Welfare, City of Winnipeg; and Lloyd Lenton, Welfare Council of Greater Winnipeg.

At the closing general session of the Conference on Sunday, reporters from the three workshops presented reports of the discussions in their respective groups. Reg Slocombe, Business Agent, Transit Train-

men, reporting for the "Union and Human Relations" workshop, said his group recognized that democracy in Canada fails in many respects to ensure to the individual the rights which democracy theoretically confers upon him. The group reached the conclusion, reported Mr. Slocombe, that it was not sufficient for the union to concern itself with the fight for equal rights within the plant. Matters that affect the person in the community outside of the plant should also be the concern of the union.

Reporting for the workshop on Immigration, Les Butterworth, Business Agent, Federation of Civil Employees, said that the group thought that some essentials in an immigrant's becoming a good citizen were: a feeling of loyalty to Canada; adjusting to the language and social system of Canada; and participating in community activities and accepting responsibilities as a citizen of the community.

William Brown, of the Canadian Brotherhood of Railway Employees, reported for the third workshop on Fair Employment Practices Legislation. He praised the Department's representatives, Messrs. Hardie and Gunn, for giving the group "excellent" examples of actual cases processed by the Government under its anti-discrimination laws, and a "good idea" of the procedure to be followed in trying to remedy unfair and discriminatory employment practices. Mr. Brown reported that the federal Government had received some 25 complaints under the fair practices legislation and most of the complaints had been satisfactorily settled. The group felt that any infractions in fair employment practices should be brought to the attention of the local union and labour council officers and they should take the proper steps to correct these infractions.

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## Productivity, Earnings, Costs and Prices

**No definite conclusion as to whether wage increases cause price rises reached in report by U.S. Department of Labor covering period 1947-56**

No definite conclusion as to whether the rise in prices during ten post-war years has been induced by wage increases, or vice versa, can be drawn from data contained in a report, *Productivity, Earnings, Costs and Prices in the Private Non-Agricultural Sector of the Economy, 1947-56*, issued by the Bureau of Labour Statistics,

U.S. Department of Labor. This was made clear by the Bureau in a statement issued a few days after release of the report.

The report, which was first issued on May 13, was the subject of an article in the *New York Times* which led to strong controversy. The writer of the article, Edwin L. Dale, Jr., asserted that, although "the



report refuses to say directly that excessive wage increases have 'caused' the price increases" during the last decade, it "strongly implies" that this has been the case. He added that "the Government had never put its weight on either side of the argument before now".

A few days later Mr. Dale's interpretation was challenged by Ewan Clague, Commissioner of Labor Statistics, U.S. Department of Labor, in a letter to the *Times*. Mr. Clague said that "we do not believe our report implies" what Mr. Dale had said it did. He went on to say: "Mr. Dale's conclusion in effect overlooks the strong factors of demand which were dominant for most of the post-war period, which he himself refers to later on in the article. This conclusion also fails to give proper weight to the importance of the increase in non-labour costs during the period."

Just after Mr. Clague's letter was published, the AFL-CIO's Executive Council issued a strong protest against Mr. Dale's article, and accused him of "manipulating" the Labor Department's report. The Council said: "We call upon the Secretary of Labor to speak out publicly on this issue. We urge him to explain his Department's report and to sweep away the distortion of that report, which have received widespread attention within the past several days." It added that "the letter sent to the *New York Times* by the Commissioner of Labor Statistics is not a sufficient or adequate explanation." The Secretary of Labor did not respond to this request.

However, a revised issue of the report was published on May 29. This issue contained a statement to the effect that "the revisions are incorporated to avoid misinterpretation of the trends discussed in the statement. The trends shown in the original have not been revised."

Some extracts from the revised report follow:

—The answer to the question of whether the wage increases cause the price increase or vice versa cannot be determined from the figures alone. There are many factors, including specific market conditions, which affect the wage and price structure. The figures are useful in comparing prices with unit labour and non-labour costs. By

inference this relationship in turn helps explain changes in the proportion of labour versus non-labour payments.

—Between 1947 and 1956 average hourly earnings of all employees (wages and salaries) increased by 59 per cent. If one adds to earnings the contributions of employers for social security, private health and insurance funds and similar supplemental payments, then total compensation per hour increased by slightly more than 61 per cent.

—During the post-war period the consumer price index—reflecting the prices of goods and services purchased with the income received by labour—increased by about 22 per cent. If an adjustment is made to earnings for the increase in the consumer price index, in order to convert money earnings to real earnings with constant purchasing power, then the increase in real earnings per hour was about 30 per cent, and including employer contributions, close to 33 per cent.

—The table indicates that the increase in output per employee man-hour between 1947 and 1956 was about 26 per cent, less than the increase in real earnings during the same period, regardless of the inclusion or exclusion of the supplements to wages and salaries. It is important to note, however, that between 1947 and 1952 real product per man-hour increased more than real hourly earnings (excluding supplements). By 1953 real earnings had nearly caught up with the increase in productivity, they remained in line through 1955, and it was not until 1956 that real earnings appeared to have definitely exceeded productivity. Real earnings, including supplements, overtook productivity somewhat earlier and have remained ahead since 1954.

A table included in the report gives the "Indexes of Labor and Non-Labor Payments Per Dollar of Real Product, Prices Real Product Per Man-Hour, Employees Compensation per Hour in Current and Constant Dollars, Private Non-Agricultural Sector of the Economy, 1947-56".

There are also charts on "Trends in Productivity and Hourly Compensation" and "Trends in Prices and Costs per Unit".

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The Government Employees Compensation Branch received 1,372 accident claims in June, 46 fewer than in June 1956.

In the January-June period of 1957, the Industrial Accident Prevention Associations of Ontario recorded 13,424 compensation cases, compared with 13,042 for the same period in 1956.

# State's Pilot Rehabilitation Program

New York explores possibilities of rehabilitating state's "permanently and totally" disabled with encouraging results that justify further investigations. Building of new Ontario compensation centre begins

The possibilities of rehabilitating New York State's "permanently and totally" disabled have during the past two years been explored jointly by the State Departments of Health, Social Welfare and Education.

In 1955 about 40,000 persons between 18 and 65 years of age in New York State were receiving public assistance under the heading of "Aid to the Disabled" and nearly 20,000 new cases were being added each year. This increasing burden of support provided the stimulus for a pilot project to test the value of intensive rehabilitation for dependent disabled adults.

It was estimated in 1955 that about 4 per cent, or 800 of the newly admitted cases had disabilities which were amenable in some degree to rehabilitation; and it was towards the restoration, as far as possible, of this 4 per cent to physical and financial independence that attention was directed.

The project was designed to allow an estimate to be made of the extent to which disabled welfare recipients could benefit from rehabilitation, and to provide a means of estimating the cost of a continuous program of this kind, the staff and hospital facilities needed, the social and economic benefits to the recipient and his family, and the ultimate financial saving to the taxpayer from such a program.

The State Department of Health provided comprehensive facilities at a state rehabilitation hospital at greatly reduced charges. The Vocational Rehabilitation Division of the Department of Education contributed the services of a vocational counsellor and a social worker to help in the examination and after-care of patients, and local welfare departments were encouraged to help in screening and recommending patients for treatment.

Patients recommended were re-examined by the medical staff of the Rehabilitation Hospital to determine their capacity for rehabilitation. If accepted they were given a thorough examination by another staff of specialists to estimate the degree to which they could be restored, and to plan treatment to suit the individual case.

The treatment given centred round re-training in the activities of daily life, and special training for the kind of work to which the patient was best suited.

The project formally began in April 1955. By the end of 1956, a period of 21 months, 200 patients had been admitted to the Rehabilitation Hospital and 130 of these had been discharged. An analysis of the first 100 patients discharged from the program gives an idea of the results that may be expected.

It was found by the staff of the Rehabilitation Hospital that at the time of their discharge 73 per cent of the patients had improved during their stay. Of the 100 patients, 23 had improved markedly; that is, they had in a large measure become able to take care of themselves, and many were accepted by the Bureau of Vocational Rehabilitation for occupational training.

Moderate improvement was found in 36 of the patients; 14 had improved slightly, 25 patients showed no improvement as a result of treatment; and two had died while in the hospital. At the time of admission 43 patients had been bedridden and 32 had been able to walk with or without help. On discharge nine were bedridden and 67 were able to walk.

On admission 60 of the patients were considered to be unemployable, and seven were considered capable of taking full-time independent employment. On discharge the number considered unemployable had been reduced to 36, and 18 were deemed capable of independent, full-time employment.

Considering that these patients had been described as "permanently and completely disabled" before admission, the sponsors feel that the results obtained with this group are encouraging, and that they justify further investigations.

\* \* \*

Construction has begun on a \$5,500,000 Ontario Workmen's Compensation Board hospital and rehabilitation centre in North York, which Hon. Charles Daley, Ontario Minister of Labour, says will be the most modern physical medicine plant on the continent.

# Women Increase Role in Labour Force

Women's Bureau publication describes increasingly important role in Canada's labour force played by women but, newspaper correspondent points out, they still lag behind sisters in United Kingdom and U.S.

"Women in Canada are playing an increasingly important role in the labour force of the country, but they still lag behind their sisters in the United Kingdom and the United States."

This statement was made by Tania Long, *New York Times* correspondent, in an article based on *Women at Work in Canada*, a fact book prepared by the Women's Bureau, whose publication was announced this summer (L.G., June, p. 686).

One-fourth of Canada's labour force is composed of women. At the turn of the century the figure was one-tenth, while in 1956 the total was 23.3 per cent. This compared with 32.7 in Britain and 32.1 per cent in the United States.

Since 1956 there has been another rise in the number of Canadian women at work. At the end of the year, 24 per cent of the labour force of some 5,741,000, or 1,390,000, were women.

In 1941, one married woman in 20 was working. By 1951, more than one in 10 had jobs. That trend began in World War II and is still continuing.

Figures for 1956 show that 51 per cent of the female labour force was single, against a percentage of 80.7 per cent in 1931, while 38.7 were married, against 10.1 per cent in 1931, and 10.3 per cent were divorced or separated, compared with 9.2 per cent in 1931.

In Britain and the United States the figures were higher. Where in 1951 Canada had 11.2 per cent of the married female population at work, Britain had 21.5 per cent and the United States 26.7 per cent.

Drawing its own conclusions from the report, the Canadian Bank of Commerce comments that the outlook in Canada is not hopeful as regards equal pay for women, the *Times* article states.

(The Bank's *Commercial Letter* does add, however, that the spread of the equal pay principle and increased promotion and professional opportunities will have their influence on the average level of women's remuneration.)

The Women's Bureau's handbook itself states that an important factor in the existing differential between men's and women's wages is that the number of available women workers in relation to job openings is usually higher than in the case of men.

\* \* \*

Social security benefits that can now be obtained by employees in private households in the United States are described in a pamphlet, "Good News For Household Workers", recently published by the U.S. Department of Health, Education and Welfare.

The 16-page pamphlet, in colour, with easy-to-read text and cartoon-type illustrations, was designed to inform cooks, maids, laundresses and other domestic workers about old-age, survivors, and disability insurance benefits.

Employees who work in or about private households are building social security insurance for themselves and their families if they are paid \$50 or more cash wages in a calendar quarter of a year. The household employer must report these wages and send the social security tax to the District Director of Internal Revenue at the end of each calendar quarter.

\* \* \*

Women lawyers should and can make important contributions towards maintaining the leadership position enjoyed by the United States, in the opinion of Mrs. Alice K. Leopold, assistant to the U.S. Secretary of Labour for Women's Affairs.

"New and underdeveloped countries," says Mrs. Leopold, "have turned to the U.S. for leadership" and "...women lawyers in the United States by their own achievements can show to the world's new nations what women can do in a free society... Through training a lawyer is especially fitted for positions of leadership in the movements of human progress."



## 50 Years Ago This Month

Marked increase in cost of living in decade between 1897 and 1907 is noted in survey undertaken by Civil Service Association. Cost of living of 5-member low-income family rose 34 per cent in the ten years

An investigation into the cost of living, in which costs in 1907 were compared with those of 1897, was undertaken in June 1907 by the Civil Service Association in order to obtain material for submission to a royal commission that was inquiring into the working of the Civil Service Act. The findings of this investigation were the subject of a special article in the August 1907 issue of the *Labour Gazette*.

"Though the inquiry was limited in the main to the City of Ottawa and surrounding district," the article said, "the results, in view of the comprehensive nature of the methods adopted, are of more than local interest." Besides the cost of living the inquiry covered wages, hours of work, rents and interest rates; and the source of information consisted of "local store-keepers, real estate agents, large employers of labour, etc., every effort being made to secure absolute accuracy of quotation". A system of weighting, or "weighing" as the article called it, was used.

"In connection with the investigation into retail prices a list was compiled of the commodities entering most prominently into cost of living," the article pointed out. "...The list, though not minute, was regarded as thoroughly representative of average consumption...The table contains in all comparative quotations for 364 commodities.

"On the whole a marked increase is shown to have gone into effect, no less than 578 of the quotations showing an increase, while 75 denote that no change has taken place, and only 10 that a reduction has been made," the summary states. The most important decline was in gas, which was 25 per cent lower, and in electric lighting, which was 52 per cent lower in 1907 than in 1897. Coal oil was 25 per cent higher, coal 11 per cent and wood about 30 per cent higher at the end than at the beginning of the decade.

The cost of living, based on what was considered a typical weekly budget for a family of five with an income of \$750 a year, was reckoned to have risen 34 per cent between 1897 and 1907. In the case of a family whose living expenses were \$2,000 or more a year, the advance was found to be 28 per cent; and in the case

of families living on \$1,200 a year, 30 per cent.

Rents in Ottawa showed an increase ranging from 25 to 36 per cent, according to the study. It was also stated, however, that "in certain quarters of the city the advance has been as high as 50 per cent, though in the chief workingman's quarter the rate of advance was only 12 per cent."

Real estate prices and building costs were said to have increased about 20 per cent and 45 per cent respectively during the period, while taxes, as a result of increased assessments, had risen 29 per cent. "The rate for board and lodging shows a corresponding advance," the article adds.

The table showing comparative wage rates and hours of labour, which was published with the article, indicated that wages had risen during the decade by from 20 to 100 per cent, "those in the most important classes ranging from 25 to 50 per cent.

"Domestic servants were stated to receive 50 per cent more in 1907 than in 1897, the rapidly increasing wage paid to female workers in mica picking, garment making, match and other factories having depleted the market of almost all available labour."

Examples given in the table of wages paid at the beginning and at the end of the period included: farm hands, \$180-190 a year in 1897 to \$240-\$300 in 1907; in mica mining: foremen, \$1.60 and \$2.50 per day respectively; drillers, \$1.35-\$1.50 to \$2.00 a day; splitters in mica factories (girls), 25-35 cents to 50 cents-\$1 a day respectively; in construction: stonecutters, 33½ cents an hour in 1897 and 44 cents in 1907; bricklayers, 25 cents and 47 cents an hour respectively, carpenters, \$1.50-1.75 to \$2.25 a day, labourers, 12½ to 25 cent an hour respectively.

Changes in hours worked had occurred chiefly in the construction industry, where hours had been 59 a week for nearly all trades in 1897, while in 1907 they had dropped to 50 a week; and in the printing industry, where in 1897 weekly hours had ranged from 48 to 60, and in 1907 had fallen to 48 to 54.

In nearly all other industries, hours were still 60 a week in 1907, as they had been in 1897.

# INTERNATIONAL LABOUR ORGANIZATION

## ILO Conference Adopts Five New International Labour Instruments

Convention on forced labour, Convention and Recommendation on weekly rest in commerce and offices, and Convention and Recommendation on protection and integration of indigenous people approved by delegates

The 40th International Labour Conference, which was in session in Geneva, Switzerland, from June 5 to June 27, inclusive, accomplished the following:

—Adopted five new international labour instruments: a Convention on Forced Labour, a Convention and Recommendation on the Protection and Integration of Indigenous People, and a Convention and Recommendation on Weekly Rest in Commerce and Offices;

—Took preliminary action with a view to final discussion next year of four other instruments, a Convention and a Recommendation concerning Conditions of Employment of Plantation Workers, and a Convention and Recommendation on Discrimination in the Field of Employment and Occupation;

—Adopted resolutions on the abolition of concentration camps and the deportation of national minorities, methods of wage payment, debt bondage and serfdom, abolition of anti-trade union laws, mine safety, women's work, workers' education, housing, non-metropolitan territories, hours of work, disarmament, testing of nuclear weapons, and use of nuclear energy for peaceful purposes;

—Heard a panel discussion on the subject "The Role of Government in Improving Labour-Management Relations: A Canadian Viewpoint" (see below);

—Noted more than 40 new ratifications of ILO Conventions;

—Examined a report on the manner in which member countries are applying ILO conventions;

—Adopted a budget of \$7,972,901 for 1958. (Canada's contribution to this total will be 3.56 per cent, compared with 25 per cent

by the United States, 10.24 per cent by the United Kingdom, 10 per cent by the USSR, or a total of approximately \$284,000);

—Elected 30 new members to the ILO Governing Body, among them Claude Jodoin, President of the Canadian Labour Congress, and W. A. Campbell, Vice-president and Secretary, Canadian Westinghouse Company Limited;

—Paid solemn tribute to the memory of Albert Thomas, first ILO Director, on the occasion of the 25th anniversary of his death;

—Saw what amounted to the expulsion of the delegates from Hungary from the Conference;

—Heard changes in the ILO regulations which allowed for the re-appointment indefinitely of David A. Morse as Director-General of ILO (L.G., July, p. 838).

More than 900 delegates, advisers and observers from 73 member countries and 10 territories gave the conference a record attendance.

### Debate on Director-General's Report

**Dr. G. V. Haythorne**

"My statement will consist largely of a few general observations on technological change, some comments on recent developments in Canada which may be of interest to the Conference, and finally a few remarks about current and future ILO activities," said Dr. G. V. Haythorne, Assistant Deputy Minister of Labour, who headed the Canadian delegation, in the debate on the report of ILO Director-General Morse.

"We are glad to see that the Director-General has stressed the point that 'automation is only one form of technological



—J. Kernan, Geneva

**Canadian delegates to 40th International Labour Conference (left to right): W. A. Campbell, employer delegate; Dr. G. V. Haythorne, head of delegation and government delegate; Paul Goulet, government delegate; Claude Jodoin, worker delegate.**

change'. Although the developments and problems associated with automation tend to get the headlines, we should not forget that other forms of technological change are and may in the future be just as important in many industries, many communities and many parts of the world. Between the most advanced types of automatic equipment and the simplest handcraft operations there are many intermediate stages. Each of these stages may be appropriate to a given set of circumstances; each may stimulate economic progress; each may present problems of adjustment of one kind or another.

"Automatic processes have been and are being introduced in Canada in a number of areas—in telephone communications, in the development of hydro-electric power, in the production of petroleum and chemical products, in the manufacture of automobile components, in newsprint and many other products. Railways, life insurance companies, large wholesale firms and some large corporations in other fields have begun to use electronic office equipment on a large scale, and in view of the extraordinary amount of paper work and the almost insatiable demand for information

in modern society there is little doubt that this development will gain momentum.

"These technological changes have been occurring in Canada at an increasing tempo in recent years. They have had a significant effect on total employment, but there has been little evidence of hardship to individual workers. Such unemployment as we have had in the last decade has been due chiefly to temporary interruptions in our economic growth, to trade fluctuations, or to seasonal variations. Little could be traced to the effects of technological change.

"Moreover, it seems unlikely that the spread of the newer automatic processes will be so swift and of such magnitude as to create major unemployment problems in the years immediately ahead.

"An optimistic view of the effects of technological change on employment can be more easily supported, as the Director-General has suggested, in an environment of economic expansion, such as Canada and many other countries are experiencing. Especially under such conditions, the number of workers displaced at any time by technological change is likely to be small relative to the number of new jobs being created. This has been our experience.



With the rapid expansion of population, production and employment in the postwar period, the problems for workers who must find new jobs with the advent of new technology are reduced, compared with what they would be in a more static economy or in periods of heavy unemployment.

"Labour shortages, with their tendency to increase labour cost, have been among the pressures that have impelled industry to adopt labour-saving devices.

"On the other hand, the most acute labour shortages in Canada during the past few years—shortages of professional workers, highly-skilled technicians, and some types of skilled tradesmen—are in part a result of technological change itself and must therefore be looked upon as a factor limiting the rate of industrial growth.

"This is one of the problems with which we are concerned in Canada and about which I would like to make a few comments.

"No one can predict with certainty the precise way in which technological developments will affect individual jobs. Some developments will reduce, while others will increase, for example, skill requirements. On one thing, however, most observers agree. The increase in industrial research, the new and intricate products being developed, the greater effort devoted to designing, inspection and quality control, the increasing complexity of machinery, are bound to increase the demand for engineers and scientists, for highly skilled workers of various types, including technicians and tradesmen."

Dr. Haythorne then told of the Department's research program, undertaken on the recommendation of the Vocational Training Advisory Council, that is attempting to assess the effects of technological developments on skill requirements and the need for technical and vocational training, to analyze the changing requirements for skilled technical manpower, and to review the facilities for training skilled workers and technicians.

"Some significant findings are beginning to emerge from this research program,"

he continued. "They suggest, for example, that shortages of skilled technical and professional workers are likely to continue in Canada for at least another five years; that in many fields there is a rapidly expanding demand for technicians with a better grounding in mathematics and science; that more technical training facilities are needed, particularly on a post-secondary school level; and that new techniques are required for integrating formal education and industrial training and experience. These and other results obtained from the program of research will, it is hoped, provide employers, workers and government agencies with a more realistic picture of the important changes taking place in industry.

"With a better understanding of what is happening there is more likelihood of constructive and co-ordinated action on the part of all interested groups with respect to the training and retraining of workers and to the shifts in manpower that will be associated with technological and other changes in industries in the future.

"By and large, Canadian unions have accepted technological changes, including the various forms of automation, as a necessary and on the whole beneficial ingredient of an increasing standard of living for everyone. Their concern, like that of the unions in other countries, has been to assist workers to obtain a share of the increased output that increasing productivity makes possible and to protect their members against undue hardships resulting from employment dislocations."

Recognizing this concern of the unions, many Canadian employers have taken steps, through collective negotiations and other ways, to increase employment and income security, Dr. Haythorne said. As examples he cited the development of supplemental unemployment benefit and severance pay plans and changes in seniority arrangements designed to provide greater employment opportunities within the enterprise for workers whose jobs are eliminated. Hours of work have been reduced and the number of paid holidays

## Canadian delegation to the 40th International Labour Conference ➡➡➡

Seated (left to right): Miss Edith Lorentsen, government adviser; W. A. Campbell, employer delegate; Dr. G. V. Haythorne, head of delegation and government delegate; Claude Jodoin, worker delegate; Max Wershof, substitute government delegate; Paul Goulet, government delegate; Miss Mildred Moody, stenographer. Standing (same order): H. E. Campbell, worker adviser; Eric Acland, government adviser; Kalmen Kaplansky, worker adviser; W. E. Wilson, government adviser; Joseph Parent, worker adviser; W. J. McNally, employer adviser; E. P. O'Connor, worker adviser; J. R. Kimpton, employer adviser; George Hutchens, worker adviser; F. W. Purdy, employer adviser; S. D. Chutter, employer adviser; G. R. Carroll, government adviser; C. W. George, employer adviser; Harry Jay, government adviser; and H. T. Pammett, secretary to the delegation. (Photo, J. Kernan, Geneva)



and length of paid vacations increased, partly as a result of technological changes.

"One aspect of the Director-General's Report has struck me rather forcibly," he went on. "He has brought out clearly the interest of the ILO in such problems as automation, the industrial use of atomic energy, the need to establish an atmosphere of confidence in labour-management relations and the need for more consideration of manpower in all its aspects. All these problems have had and will have a tremendous impact and influence in the field of employment. But before we can really appreciate the effects we must concern ourselves with the problems. All of them have a common denominator, inasmuch as they are complicated problems requiring extended study, which study can be expedited by thorough examination and also discussion. They should not, it seems to me, be approached—at least at this stage—from the angle of the formulation of detailed international instruments."

If after study and discussion some form of international instrument appeared suitable, Dr. Haythorne hoped it would command a large measure of support; but if some other type of action were considered more effective, he hoped this would be approved.

"But the main thing is that we should not be rushing ahead on the assumption that we must have Conventions or Recommendations at any cost. It is true that some advance study is given now to background considerations in the law and practice reports, but these are based on the assumption that an instrument of some kind will ultimately emerge and this very assumption tends to put some of our discussions into a strait-jacket.

"I am not satisfied that our participation in this debate provides us with the best basis on which to build a program of items to be discussed at future ILO Conferences. Understandably, while there is some opportunity for us to pick up one another's ideas in the debate, the opportunity is relatively limited. We have little or no opportunity to state our points of agreement or disagreement or to develop them further with the object in mind of perhaps achieving a synthesis. This might be done in smaller, less formal, groups similar to our Conference committees but without their prime object of reaching a Convention or Recommendation. The essential task of such less formal groups of committees would be discussion, in which the end result would be a thorough examination of the problem at hand rather than the acceptance of a majority point of view.

"Somewhere between the formal type of debate in which we are now participating and the lively encounters which characterize the framing of the ILO texts there must surely be a place for close, searching and objective examination of these broad and complex problems with which we are all faced."

#### **Rt. Hon. Iain Macleod**

The Minister of Labour and National Service for the United Kingdom, the Rt. Hon. Iain Macleod, opened his remarks to the Conference by recalling words expressed by the late director of the ILO office from its foundation in 1919 until his death in 1932, Albert Thomas, who described the task of ILO as: "To maintain our goodwill, our sense of social progress and our faith in the ideals of justice and peace, and to keep these ideals sure, intense and lively . . . so that they may be the dominating factors in our organization."

Turning to the theme of the conference, Mr. Macleod noted that public interest in automation in the United Kingdom was suddenly aroused a little more than a year ago.

Two reasons, he felt, accounted for this sudden interest. First, it was caused by reports of automatic developments in other countries, and secondly because new automatic equipment was being introduced in U.K. automobile factories coincident with a slight recession in employment, which showed itself most clearly in the auto industry itself.

"Overnight, almost," said Mr. Macleod, "automation became news. Our newspapers—or some of them—printed every scrap of news that could remotely be linked with automation and a flood of questions in the House of Commons urged the Government to set up a Ministry of Automation and to pass special legislation for the 'robot age'.

"Fortunately, the employers' organizations and the trade union movement, the two great partners in industry, remained—as usual—very calm. The Government had already foreseen as early as 1954 the need for an objective survey of available knowledge and experience, and had arranged for the Department of Scientific and Industrial Research to prepare a report

"Although it was prepared by a government department, it was not a policy statement. The idea of it was simply to present the facts to people, and when it came out I put it before my National Joint Advisory Council, on which representatives of the employers' organizations,



the trade unions and the great nationalized industries sit....

"The setting out of the facts as we know them, discussion and further examination of the problems, calmed the earlier fears of automation. There is only an occasional rumble now heard, and it is months since I was asked a question in Parliament on this subject. So now we can discuss this fascinating subject objectively and clearly .... We can, through the actions of governments, employers and trade unions, put facts and indeed fears in their proper perspective, can investigate the problems and point the way to their solution...."

Mr. Macleod felt that investigation into the realms of automation must continue. That pattern is being followed in the United Kingdom by the Government. Mr. Macleod believed that all governments should conduct surveys on automation since "it is one of their primary tasks to promote research in this field".

#### **George P. Delaney**

George P. Delaney, United States worker delegate, said in part:

"....The increased use of automation and the rapid developments taking place in all fields of technology are emphasizing old problems and causing many new ones. Indeed, the social, political and economic institutions of the world are feeling the impact of the new industrialization.

"We face a time of great promise in which all men can enjoy more of the good things of life than ever before. We in the ILO bear a great responsibility for insuring that the time will come to pass when our great opportunities and our high hopes are fulfilled. Therefore, it is entirely appropriate that we should discuss and seek solutions for the specific problems attending automation.

"But this is not enough, for mankind needs more than the increased productivity of material goods which flows from new automatic factories. Of what value are more and bigger refrigerators to a man who is not free; to a man who lives in constant fear for his family's safety; to a man who cannot speak his mind; who is subject at any time of the day or night to deportation to a forced labour camp; who cannot organize into a free trade union; and who has lost the right to strike? Of what value is any material thing to a man who has lost his liberty, his dignity, his essential human rights, and is indeed a slave of tyranny?

"I speak of these things today for a very special reason. A few minutes ago in New York City the United Nations

released what I feel sure will become one of the historic documents in the history of the world. It is the United Nations Special Committee's report on the Problems of Hungary....The Committee was established to investigate, in the words of the General Assembly, 'the situation created by the intervention of the USSR, through its use of armed force and other means, in the internal affairs of Hungary'.

"I do not believe there is a person in this hall who can fail to have the deepest interest in this document, for it sets forth in clear, complete and precise terms an account of naked and brutal tyranny more dreadful than anything the world has ever seen."

Mr. Delaney gave a full report on the USSR actions in Hungary as described in the United Nations report.

He then commented on the Soviet government delegate's complaint that the Forced Labour Committee was being "unfair" to him, and on his "unctuous" talk of peace and concord among all peoples while he must have known before any of the delegates the facts disclosed by the United Nations.

"How long have we to listen to such prattle? How long do we propose to allow member states of the ILO to violate at will every principle of this organization and yet come here and give us lip service and boast about ratification of conventions?

Mr. Delaney then proposed that the ILO take steps to influence member states to give meaning to "our vital objective" of freedom of association. "If full freedom is to be achieved for both workers and employers, states must accede to the Twentieth Century necessity of permitting international organizations to conduct special inquiries within their own sovereign areas," he said.

"Just as international inspection is the only real safeguard of effective disarmament, so it would insure freedom of association for workers. And it would make the Freedom of Association Convention of 1948 and 1949 something more than just dead pieces of paper, for they can then become true international instruments, guaranteeing basic human rights to the workers of all lands."

#### **Alfred John Gibb**

The Australian employer delegate to the Conference, Alfred John Gibb, speaking on the general theme, automation, said: "In Australia, as in most other countries, this technological evolutionary process appeared to be getting out of perspective, and we in industry could readily see that

## CYRIL PHELAN

Tribute by George V. Haythorne, Government Member, ILO Governing Body

All who knew Cyril Phelan well are aware of the many outstanding contributions he made to the ILO, both during the years he was a member of the staff of our Canadian Department of Labour and later when he was Director of the Canada Branch of the International Labour Organization.

His unexpected passing was particularly sad since he had made plans and was looking forward eagerly to attend the International Labour Conference again this year.

His enthusiasm for life, his keen mind, his deep concern for human values and his many contributions in the fields of both employment and industrial relations will long be remembered.

the only solution was to educate the trade unions, the workers and the public as to what was really going on."

With the help of the government, and particularly with the assistance and influence of the Minister of Labour and National Service, Mr. Holt (President of the Conference), Mr. Gibb declared, "we were able to get together with the Australian Council of Trade Unions and analyze in a calm, sane, sober atmosphere this 'new' thing called 'automation'."

The Ministry of Labour Advisory Council issued a statement on automation which was unanimously agreed to by all parties, he said, and which had the effect of sweeping aside all the fears that had been falsely raised in the minds of the workers and others. "Accordingly, automation is no longer a matter of controversy in Australia because all those who should know are informed as to the facts."

### W. A. Campbell

Canadian employer delegate W. A. Campbell said that it was the general feeling of Canadian employers that automation was an "evolutionary process rather than a revolutionary one. We are of the view that if its advantages are not seized it will seriously impair the competitive position of many Canadian companies.

"We are of the view that in the main the processes and methods of organizing production referred to as automation will upgrade labour. It will diminish the requirement for muscle power and will enhance the use of those genuinely human qualities of judgment and brain power.

"From our studies we feel that the utilization of automation will be a gradual process which will permit adequate arrangements to be made for any required retraining or redevelopment of the work force."

### J. Ernest Wilkins

U.S. Government delegate J. Ernest Wilkins said the problem was one of ensuring

that vastly increased production just beyond the horizon is equitably shared—that working people benefit from the increased productivity of which they are made capable by capital goods which are placed in their hands—that consumers are equitably and justly treated so that the price of the things they buy are kept stable. and that Management gets its necessary share of the increased productivity so that capital investment can continue to be made for the benefit of all.

"If people are to benefit from the industrial and technological improvements of our age, their economic development must be accompanied by the development of free, democratic and effective social and political institutions," he declared.

### Resolutions Adopted

The Conference adopted eight resolutions on subjects not on the agenda. They were as follows:

**Freedom of trade union activity**—The text calls on all ILO members to abolish laws restricting the free exercise of trade union rights. The resolution was adopted by 89 votes in favour, 56 against, and 26 abstentions.

**Safety in mines**—The resolution calls on all mining countries to insist on strict observance of safety regulations, with special reference to the standards drawn up by the ILO. It was adopted by 165 votes in favour, none opposed and two abstentions.

**Tripartite committee on women's work.**—By a vote of 140 to 17, with 28 abstentions, the Conference requested the Governing Body to convene a tripartite committee to deal with the specific problems of women workers.

**Workers' education**—The Conference, by a vote of 162 to three, with nine abstentions, hoped that the Governing Body would expand the ILO's work in the field of workers' education.

**Housing construction**—A resolution asking the Governing Body to arrange for more intensive study, jointly with the United Nations, of national short-term and long-term housing programs, and to consider placing the subject on the agenda of the Conference was adopted by 135 in favour, 38 against, and one abstention.

**Application of conventions in non-metropolitan territories**—This resolution called for an analysis of the influence of existing ILO constitutional provisions on the application of conventions in non-metropolitan territories. It was adopted by 152 to zero, with no abstentions.

**Hours of work**—This resolution, which asked the Governing Body to arrange for a general discussion of the question of hours of work at the next ordinary session of the Conference, was adopted by a vote of 126 in favour, 13 against, and 17 abstentions.

**Disarmament, the testing of nuclear weapons, and the use of nuclear energy for peaceful purposes**—Under this heading the Conference hoped that the work of the United Nations Disarmament Commission and its subcommittee might move steadily forward to relieve the fears of the peoples of the world, to lift the existing burden of armaments in the interests of economic development, and to permit the use of atomic energy for peaceful purposes exclusively. The resolution was adopted by 168 to zero, with 39 abstentions.

### Panel Discussion

Under the chairmanship of U.S. Secretary of Labour James P. Mitchell, an informal discussion was held on labour-management relations, a theme being developed by ILO Director-General David A. Morse, for the purpose of providing delegates to the conference with an opportunity to exchange views on an important topic.

Subject of the discussion was: "The Role of Government in Improving Labour-Management Relations: A Canadian Viewpoint." Canada's participants in the discussion were: Dr. G. V. Haythorne, government delegate; W. A. Campbell, employer delegate; and Claude Jodoin, worker delegate.

The discussion did not lead to adoption of conclusions or resolutions in any form whatsoever. (For a summary of statements made by the Canadian delegates, see the article following.)

### Elections to Governing Body

Canada, one of 10 countries holding permanent seats on the Governing Body of ILO, did not participate in the election

for three year terms of the 30 elective members of the 40-member group. Canada's representatives on the Governing Body are:

For the employers, W. A. Campbell; for the workers, Claude Jodoin.

### Hungarian Delegates

In a series of votes on challenges to the tripartite delegation from Hungary, the Conference voted:

To turn down objections to the government credentials by 94 in favour of the objection, 88 against, and 52 abstentions, the objection failing for lack of a two-thirds majority;

To refuse to admit the Hungarian employer delegate and adviser by a vote of 141 in favour of the refusal to seven against, with 35 abstentions;

To refuse to admit the worker delegate and adviser by a 141 in favour of the refusal and five against, with 20 abstentions.

After the first vote denying admission to the Government delegates, the Hungarian Government immediately withdrew its worker and employer delegates as well. Josef Mekis, the Deputy Minister of Labour, sent a letter announcing the withdrawal because of "slandorous and inadmissible attacks" on Hungary's delegates.

The Hungarian employer and worker delegates had been taking part in the Conference from June 5, until June 26, when the decision not to admit them amounted in fact to expelling them.

### Canadian Participation

Canadian delegates were appointed to various ILO committees during the conference as follows:

Claude Jodoin and W. A. Campbell, deputy members of the Governing Body of ILO and members of the Selection Committee; Dr. G. V. Haythorne, chairman and reporter of Finance Committee of Government Representatives; W. A. Campbell, F. W. Purdy, S. D. Chutter, Claude Jodoin, Resolutions Committee; W. A. Campbell, C. Willis George, F. W. Purdy, George Hutchens, Committee on Forced Labour; W. Allan Campbell, deputy member, Committee on the Application of Conventions and Recommendations; E. P. O'Connor, W. A. Campbell, W. J. McNally, J. R. Kimpton, Committee on Weekly Rest; Joseph Parent, Committee on Indigenous Populations; Kalmen Kaplan-sky, W. A. Campbell, J. R. Kimpton, Committee on Discrimination.



## Text of Convention Concerning the Abolition of Forced Labour

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Fortieth Session on 5 June 1957, and

Having considered the question of forced labour, which is the fourth item on the agenda of the session, and

Having noted the provisions of the Forced Labour Convention, 1930, and

Having noted that the Slavery Convention, 1926, provides that all necessary measures shall be taken to prevent compulsory or forced labour from developing into conditions analogous to slavery and that the Supplementary Convention on the Abolition of Slavery, the Slave Trade and Institutions and Practices Similar to Slavery, 1956, provides for the complete abolition of debt bondage and serfdom, and

Having noted that the protection of Wages Convention, 1949, provides that wages shall be paid regularly and prohibits methods of payments which deprive the worker of a genuine possibility of terminating his employment, and

Having decided upon the adoption of further proposals with regard to the abolition of certain forms of force or compulsory labour constituting a violation of the rights of man referred to in the Charter of the United Nations and enunciated by the Universal Declaration of Human Rights, and

Having determined that these proposals shall take the form of an international Convention,

adopts this twenty-first day of June of the year one thousand nine hundred and fifty-seven the following Convention, which may be cited as the Abolition of Forced Labour Convention, 1957:

### Article 1

Each member of the International Labour Organization which ratifies this Convention undertakes to suppress and not to make use of any form of forced or compulsory labour—

(a) as a means of political coercion or education or as punishment for holding or expressing political views or views ideologically opposed to the established political, social or economic system;

(b) as a method of mobilizing and using labour for purposes of economic development;

(c) as a means of labour discipline;

(d) as a punishment for having participated in strikes;

(e) as a means of racial, social, national or religious discrimination.

### Article 2

Each member of the International Labour Organization which ratifies this Convention undertakes to take effective measures to secure the immediate and complete abolition of forced or compulsory labour as specified in Article 1 of this Convention.

## Text of Convention Concerning Weekly Rest in Commerce and Offices

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Fortieth Session on 5 June 1957, and

Having decided upon the adoption of certain proposals with regard to weekly rest in commerce and offices, which is the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention,

adopts this twenty-sixth day of June of the year one thousand nine hundred and fifty-seven the following Convention, which may be cited as the Weekly Rest (Commerce and Offices) Convention, 1957:

### Article 1

The provisions of this Convention shall, in so far as they are not otherwise made effective by means of statutory wage fixing machinery, collective agreements, arbitration awards or in such other manner consistent with national practice as may be appropriate under national conditions, be given effect by national laws or regulations.

### Article 2

This Convention applies to all persons, including apprentices, employed in the following establishments, institutions or administrative services, whether public or private:

(a) trading establishments;

(b) establishments, institutions and administrative services in which the persons employed are mainly engaged in office work, including offices of persons engaged in the liberal professions;

(c) in so far as the persons concerned are not employed in establishments referred to in Article 3 and are not subject to national regulations or other arrangements concerning weekly rest in industry, mines, transport or agriculture—

(i) the trading branches of any other establishments;

(ii) the branches of any other establishments in which the persons employed are mainly engaged in office work;

(iii) mixed commercial and industrial establishments.

### Article 3

1. This Convention shall also apply to persons employed in such of the following establishments as the Member ratifying the Convention may specify in a declaration accompanying its ratification:

(a) establishments, institutions and administrative services providing personal services;

(b) post and telecommunication services;

(c) newspaper undertakings; and

(d) theatres and places of public entertainment.

2. Any Member which has ratified this Convention may subsequently communicate to the Director-General of the International Labour Office a declaration accepting the obligations of the Convention in respect of establishments referred to in the preceding paragraph which are not already specified in a previous declaration.

3. Each Member which has ratified this Convention shall indicate in its annual reports under article 22 of the Constitution

of the International Labour Organization to what extent effect has been given or is proposed to be given to the provisions of the Convention in respect of such establishments referred to in paragraph 1 of this Article as are not covered in virtue of a declaration made in conformity with paragraphs 1 or 2 of this Article, and any progress which may have been made with a view to the progressive application of the Convention in such establishments.

#### Article 4

1. Where necessary, appropriate arrangements shall be made to define the line which separates the establishments to which this Convention applies from other establishments.

2. In any case in which it is doubtful whether an establishment, institution or administrative service is one to which this Convention applies, the question shall be settled either by the competent authority after consultation with the representative organizations of employers and workers concerned, where such exist, or in any other manner which is consistent with national law and practice.

#### Article 5

Measures may be taken by the competent authority or through the appropriate machinery in each country to exclude from the provisions of this Convention:

- (a) establishments in which only members of the employer's family who are not or cannot be considered to be wage earners are employed;
- (b) persons holding high managerial positions.

#### Article 6

1. All persons to whom this Convention applies shall, except as otherwise provided by the following Articles, be entitled to an uninterrupted weekly rest period comprising not less than 24 hours in the course of each period of seven days.

2. The weekly rest period shall, wherever possible, be granted simultaneously to all the persons concerned in each establishment.

3. The weekly rest period shall, wherever possible, coincide with the day of the week established as a day of rest by the traditions or customs of the country or districts.

4. The traditions and customs of religious minorities shall, as far as possible, be respected.

#### Article 7

1. Where the nature of the work, the nature of the service performed by the establishment, the size of the population to be served, or the number of persons employed is such that the provisions of Article 6 cannot be applied, measures may be taken by the competent authority or through the appropriate machinery in each country to apply special weekly rest schemes, where appropriate, to specified categories of persons or specified types of establishments covered by this Convention, regard being paid to all proper social and economic considerations.

2. All persons to whom such special schemes apply shall be entitled, in respect of each period of seven days, to rest of a total duration at least equivalent to the period provided for in Article 6.

3. Persons working in branches of establishments subject to special schemes, which branches would, if independent, be subject to the provisions of Article 6, shall be subject to the provisions of that Article.

4. Any measures regarding the application of the provisions of paragraphs 1, 2 and 3 of this Article shall be taken in consultation with the representative employers' and workers' organizations concerned, where such exist.

#### Article 8

1. Temporary exemptions, total or partial (including the suspension or reduction of the rest period), from the provisions of Articles 6 and 7 may be granted in each country by the competent authority or in any other manner approved by the competent authority which is consistent with national law and practice:

- (a) in case of accident, actual or threatened, *force majeure* or urgent work to premises and equipment, but only so far as may be necessary to avoid serious interference with the ordinary working of the establishment;
- (b) in the event of abnormal pressure of work due to special circumstances, in so far as the employer cannot ordinarily be expected to resort to other measures;
- (c) in order to prevent the loss of perishable goods.

2. In determining the circumstances in which temporary exemptions may be granted in accordance with the provisions of subparagraphs (b) and (c) of the preceding paragraph, the representative employers' and workers' organizations concerned, where such exist, shall be consulted.

3. Where temporary exemptions are made in accordance with the provisions of this Article, the persons concerned shall be granted compensatory rest of a total duration at least equivalent to the period provided for under Article 6.

#### Article 9

In so far as wages are regulated by laws and regulations or subject to the control of administrative authorities, there shall be no reduction of the income of persons covered by this Convention as a result of the application of measures taken in accordance with the Convention.

#### Article 10

1. Appropriate measures shall be taken to ensure the proper administration of regulations or provisions concerning the weekly rest, by means of adequate inspection or otherwise.

2. Where it is appropriate to the manner in which effect is given to the provisions of this Convention, the necessary measures in the form of penalties shall be taken to ensure the enforcement of its provisions.

#### Article 11

Each Member which ratifies this Convention shall include in its annual reports under article 22 of the Constitution of the International Labour Organization:

- (a) lists of the categories of persons and the types of establishment subject to special weekly rest schemes as provided for in Article 7; and
- (b) information concerning the circumstances in which temporary exemptions may be granted in accordance with the provisions of Article 8.

#### Article 12

None of the provisions of this Convention shall affect any law, award, custom or agreement which ensures more favourable conditions to the workers concerned than those provided for in the Convention.

### Article 13

The provisions of this Convention may be suspended in any country by the government in the event of war or other emergency constituting a threat to the national safety.

### Article 14

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

### Article 15

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

### Article 16

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

### Article 17

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

### Article 18

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

### Article 19

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

### Article 20

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides—

(a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 16 above, if and when the new revising Convention shall have come into force;

(b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

### Article 21

The English and French versions of the text of this Convention are equally authoritative.

## Text of Recommendation Concerning Weekly Rest in Commerce and Offices

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its

Fortieth Session on 5 June 1957, and Having decided upon the adoption of certain proposals with regard to weekly rest in commerce and offices, which is the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation supplementing the Weekly Rest (Commerce and Offices) Convention, 1957,

adopts this twenty-sixth day of June of the year one thousand nine hundred and fifty-seven the following Recommendation, which may be cited as the Weekly Rest (Commerce and Offices) Recommendation, 1957:

Whereas the Weekly Rest (Commerce and Offices) Convention, 1957, provides for weekly rest in commercial establishments and offices and it is desirable to supplement the provisions thereof;

The Conference recommends that the following provisions should be applied:

1. The persons to whom the Weekly Rest (Commerce and Offices) Convention, 1957, applies should as far as possible be entitled to a weekly rest of not less than 36 hours which, wherever practicable, should be an uninterrupted period.

2. The weekly rest provided for by Article 6 of the Weekly Rest (Commerce and Offices) Convention, 1957, should, wherever practicable, be so calculated as to include the period from midnight to midnight and should not include other rest periods immediately preceding or following the period from midnight to midnight.

3. Special rest schemes provided for by Article 7 of the Weekly Rest (Commerce and Offices) Convention, 1957, should ensure—

(a) that persons to whom such special schemes apply do not work for more than three weeks without receiving the rest periods to which they are entitled; and



(b) that, where it is possible to grant rest periods of 24 consecutive hours, rest periods comprise not less than 12 hours of uninterrupted rest.

4. (1) Young persons under 18 years of age should, wherever practicable, be granted an uninterrupted weekly rest of two days.

(2) The provisions of Article 8 of the Weekly Rest (Commerce and Offices) Convention, 1957, should not be applied to young persons under 18 years of age.

5. In any establishment in which the weekly rest period for any of the persons employed is other than the period established by national practice, the persons concerned should be notified of the days and hours of weekly rest by means of notices posted up conspicuously in the establishment or other convenient place, or in any other manner consistent with national law and practice.

6. Appropriate measures should be taken to ensure the maintenance of such records

as may be necessary for the proper administration of weekly rest arrangements and in particular of records of the arrangements made with respect to—

(a) persons to whom a special weekly rest scheme applies in accordance with the provisions of Article 7 of the Weekly Rest (Commerce and Offices) Convention 1957;

(b) persons to whom the temporary exemptions provided for in Article 8 of the Weekly Rest (Commerce and Offices) Convention, 1957, apply.

7. In cases in which Article 9 of the Weekly Rest (Commerce and Offices) Convention, 1957, is inapplicable because wages are not regulated by laws and regulations or subject to the control of administrative authorities, provision should be made by collective agreements or otherwise to ensure that the application of measures taken in accordance with the Convention does not result in reduction of the income of persons covered by the Convention.

## Panel Discussion on Government's Role in Labour-Management Relations

Canada's government, employer and worker delegates at International Labour Conference chosen to lead off discussion; each makes statement

In his preamble to the panel discussion on the role of government in labour-management relations, Dr. G. V. Haythorne, Government delegate and head of the Canadian delegation to the 40th International Labour Conference, noted that there was a change he would like to make in the title of the discussion.

It had been announced that the title would be, "The Role of Government in Improving Labour-Management Relations: A Canadian Viewpoint". Dr. Haythorne felt the title should read: "The Role of Government in the Field of Labour-Management Relations: Canadian Approach."

"We favour the latter wording," he said, "since the former implies that labour-management relations need improving, whether in fact they do or not. It further suggests that the Government might be expected to take an active part in bringing about such improvement wherever it is desired. In Canada we say the responsibility for improvements in relationships between Labour and Management where such are needed rest essentially with the parties themselves."

Speaking as one of the panelists, Dr. Haythorne said, in part:

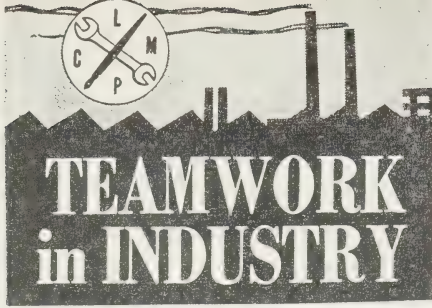
"Our conception in Canada of the Government's role in the field we are

discussing is essentially one of assisting in the development of sound relations between Labour and Management. Such assistance can be provided in many ways. On a broad but vital plane, it covers the establishment of law and order, the protection of basic rights, such as freedom of speech and freedom of association and the provision of measures to aid in developing the country's human and physical resources including the creation of a general atmosphere favourable to economic and social advancement.

"This broad area of government assistance, in our view, also includes the enactment of legislation on such matters as labour standards, factory inspections and social security.

"On a narrower plane government assistance to labour-management relations covers the enactment of legislation and the drawing up of regulations with respect to certain aspects of collective bargaining, the provision of adequate conciliation services to assist in the settlement of labour-management disputes where such services are required, and the conduct of inquiries, research and educational activities in the labour field...."

(Continued on page 991)



Early in 1956, the Disher Steel Division of Dominion Structural Steel Limited felt the need for a reliable employer-employee information channel. To provide this vital link the company, in co-operation with the unions, Locals 721 and 743, International Association of Bridge, Structural and Ornamental Iron Workers, CLC, and Local 790 of the Hoisting and Operating Engineers, organized a joint labour-management committee.

A senior management representative has said that the committee's purpose is to facilitate discussions between labour and management on ways and means to improve production efficiency. There is common agreement that the committee has fulfilled the role intended for it.

Commenting on joint consultation in the plant, A. B. Lockley, Assistant General Manager, said:

"There has been developed through this committee a feeling of team spirit and that employees have been given an opportunity to share some of the company's problems with management. A number of ideas have been received which would not have normally been forthcoming through regular supervisory levels.

"We believe that our safety program has received considerable impetus from discussions held in our LMPC meeting. The LMPC has also provided a splendid opportunity for allocation of responsibility with regard to employees' social and recreational activities."

Speaking on behalf of the unions, H. Gerrard, Chief Steward of Local 743, International Association of Bridge, Structural and Ornamental Iron Workers, said:

"We personally feel as a whole that much has been accomplished at these meetings. As a result of this the men have become more interested in the progress of the company which leads to better understanding between labour and management."

\* \* \*

As a part of a labour-management committee drive to promote greater safety and better plant housekeeping, a large safety bulletin board has been erected at the New Toronto metal can plant of the Continental Can Company of Canada.

Describing the board and its purpose Personnel Supervisor N. C. Tompkins said:

"The main message on the board is changed daily. We have found this to be a most effective medium of communication with our employees. Also shown on the centre part of our news board is a record of accident-free days where the employees can learn the accident situation both in their own department and for the plant as a whole. On the left-hand side of the board results of the good housekeeping contest are shown. It is an interdepartmental competition and each department is attempting to reach the 'Top of the Totem Pole' indicating success in their good housekeeping effort.

"Accident prevention activities in the plant have hit a new level of development since active participation of union officers and committee men commenced earlier this year. A general plant safety committee and a foreman's safety committee are in operation and a highly effective program of co-ordination has been developed between the two committees to eliminate hazards and unsafe work practices.

"The committee's most successful efforts to date have been all-out drives to improve footwear protection and to provide better eye protection on some jobs. Plant employees have co-operated in excellent fashion to improve their own type of footwear because of the dangers of cuts from tin strips and scrap.

"All accidents in the plant are investigated thoroughly. A committee from management, supervision, and the plant committee, along with the injured employee and his foreman, review any injury which might require attention by a doctor."

The President of Local 4025, United Steelworkers of America, CLC, said that his union is eager to co-operate in the safety work and is pleased with the work the new committee is doing in the plant.

\* \* \*

Through the efforts of the labour-management committee at the St. Maurice Chemicals Limited, Varennes, Quebec, a series of English courses has been started for plant employees. Each lecture is two hours in length and a total of 20 lectures will be given in each course.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and Other Proceedings Before The Canada Labour Relations Board

The Board met for two days during June. The Board issued 13 certificates designating bargaining agents, ordered three representation votes, and rejected two applications for certification. The Board also rejected one application for provision for final settlement of differences concerning the meaning or violation of a collective agreement. During the month, the Board received eight applications for certification, and allowed the withdrawal of two applications for certification.

### Applications for Certification Granted

1. International Union of Operating Engineers, Local 796, on behalf of a unit of stationary engineers and helpers employed by Northspan Uranium Mines, Elliot Lake, Ont. (L.G., July, 1957, p. 842).

2. National Association of Broadcast Employees and Technicians on behalf of a unit of employees of Quebec Television (Canada) Limited, Quebec, Que. (L.G., June, 1957, p. 712).

3. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed employees employed aboard tugs and barges operated by Branch Lines Limited, Sorel, Que. (L.G., June, 1957, p. 712).

4. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed aboard vessels operated by Bayswater Shipping Limited, Brockville, Ont. (L.G., July, 1957, p. 842).

5. Building Service Employees' International Union, Local 298, on behalf of a unit of cleaners and charwomen employed by Northern Cleaning Agencies, Inc., Montreal, in the cleaning of premises occupied by the Canadian Broadcasting Corporation at three locations in Montreal (L.G., July, 1957, p. 843).

6. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed aboard the *Alexander Leslie*, operated by Lake Erie Navigation Company Limited, Walkerville, Ont. (L.G., July, 1957, p. 843).

7. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed aboard vessels operated by Abitibi Power & Paper Company, Limited, Port Arthur, Ont. (L.G., July, 1957, p. 843).

8. International Longshoremen's Association, Ind., on behalf of a unit of longshoremen employed by Eastern Canada, Stevedoring Co. Ltd. at Toronto (L.G., July, 1957, p. 843).

9. International Longshoremen's Association, Ind., on behalf of a unit of longshoremen employed by Cullen Stevedoring Company Limited at Toronto (L.G., July, 1957, p. 843).

10. International Brotherhood of Longshoremen, Local 1817, on behalf of a unit of longshoremen employed by Caledon Terminals Limited at Hamilton (L.G., July, 1957, p. 844).

11. International Brotherhood of Longshoremen, Local 1817, on behalf of a unit of longshoremen employed by Hamilton Shipping Company, Limited, at Hamilton (L.G., July, 1957, p. 844).

12. International Brotherhood of Longshoremen, Local 1817, on behalf of a unit of longshoremen employed by Yorkwood Shipping and Trading Company Limited at Hamilton (L.G., July, 1957, p. 844).

13. International Brotherhood of Longshoremen, Local 1817, on behalf of a unit of longshoremen employed by Eastern Canada Stevedoring Co. Ltd. at Hamilton (see applications received, below).

### Representation Votes Ordered

1. General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers of America, applicant, and Norton Motor Lines, Stoney Creek,

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.



Ont., respondent (L.G., July, 1957, p. 843). (Returning Officer: A. B. Whitfield).

2. Seafarers' International Union of North America, Canadian District, applicant, and Northern Transportation Company Limited, Edmonton, respondent (L.G., July, 1957, p. 844) (Returning Officer: D. S. Tysoe).

3. Seafarers' International Union of North America, Canadian District, applicant, and Yellowknife Transportation Company Limited, Edmonton, respondent (L.G., July, 1957, p. 844) (Returning Officer: D. S. Tysoe).

### Applications for Certification Rejected

1. United Steelworkers of America, applicant, and Northspan Uranium Mines Limited, Elliot Lake, Ont., respondent. The application was rejected for the reason that it was not supported by a majority

of the employees eligible to cast ballots in the representation vote conducted by the Board (L.G., July, 1957, p. 841).

2. International Union of Mine, Mill and Smelter Workers, applicant, and Northspan Uranium Mines Limited, Elliot Lake, Ont., respondent. The application was rejected for the reason that it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board (L.G., July, 1957, p. 841).

### Application under Section 19 of Act Rejected

The Board refused an application of the Association of Atomic Energy Technicians and Draftsmen, Local 165, American Federation of Technical Engineers, for a provision for the final settlement, without stoppage of work, of differences concerning

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

the meaning or violation of the agreement between the union and Atomic Energy of Canada Limited, Chalk River, Ont., (L.G., July, 1957, p. 844). The Board stated that the arbitration procedure contained in the existing agreement appeared adequate for the final settlement, without stoppage of work, of all differences between the parties concerning the meaning or violation of the agreement, as required by Section 19(1) of the Act.

### Applications for Certification Received

1. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Northern Freightways Limited, Dawson Creek, B.C. (Investigating Officer: D. S. Tysoe).

2. International Union of Mine, Mill and Smelter Workers, on behalf of a unit of employees of Algom Uranium Mines Limited, Elliot Lake, Ont. (Investigating Officer: A. B. Whitfield).

3. International Brotherhood of Longshoremen, Local 1817, on behalf of a unit of longshoremen employed by Eastern Canada Stevedoring Co. Ltd. at Hamilton (Investigating Officer: F. J. Ainsborough).

4. International Union of Mine, Mill and Smelter Workers, on behalf of a unit of employees of Canadian Dyno Mines Limited, Bancroft, Ont. (Investigating Officer: A. B. Whitfield).

5. General Truck Drivers' Union, Local 938, International Brotherhood of Team-

sters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Ottawa Transportation Co. (1945) Limited, Ottawa, Ont. (Investigating Officer: G. A. Lane).

6. International Union of Mine, Mill and Smelter Workers, on behalf of a unit of employees of the National Harbours Board employed at Port Colborne, Ont. (Investigating Officer: F. J. Ainsborough).

7. Pacific Western Airlines Pilots' Association, on behalf of a unit of pilots employed by Pacific Western Airlines Limited, Vancouver, B.C. (Investigating Officer: G. R. Currie).

8. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of McNeil Transport Limited, Montreal (Investigating Officer: C. E. Poirier).

### Applications for Certification Withdrawn

1. International Union of Mine, Mill and Smelter Workers, applicant, and National Harbours Board, Port Colborne, Ont., respondent (L.G., July, 1957, p. 843. The application was later re-submitted—see above).

2. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Northern Freightways Limited, Dawson Creek, B.C., respondent (the application had been received earlier in the month—see above).

## Conciliation and Other Proceedings Before the Minister of Labour

### Conciliation Officers Appointed

During June, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. Hudson Bay Mining and Smelting Company Limited, Flin Flon, Man., and Flin Flon Base Metal Workers' Federal Union No. 172 and seven other International Unions (Conciliation Officer: J. S. Gunn).

2. Clarke Steamship Company Limited (Seven Islands operations) and United Steelworkers of America, Local 5197 (Conciliation Officer: R. Duquette).

3. Eastern Canada Stevedoring Company Limited (Seven Islands operations) and United Steelworkers of America, Local 5197 (Conciliation Officer: R. Duquette).

4. United Keno Hill Mines, Elsa, Yukon Territory, and International Union of Mine, Mill and Smelter Workers (Conciliation Officer: G. R. Currie).

5. Shipping Federation of British Columbia, Northland Navigation Company Limited and International Longshoremen's and Warehousemen's Union, Locals 505 and 509 (Conciliation Officer: G. R. Currie).

6. National Harbours Board, Port of Montreal, and Seafarers' International

Union of North America, Canadian District (Conciliation Officer: R. Trepanier).

7. Westward Shipping Company Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

### **Settlements Reported by Conciliation Officer**

1. Maple Leaf Milling Company Limited, Medicine Hat, and United Packinghouse Workers of America, Local 511 (Conciliation Officer: J. S. Gunn) (L.G., July, p. 845).

2. Ogilvie Flour Mills Company Limited, Medicine Hat, and United Packinghouse Workers of America, Local 511 (Conciliation Officer: J. S. Gunn) (L.G., July, p. 845).

3. Hill the Mover (Canada) Limited, Ottawa, and Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough) (L.G., Feb., p. 176).

4. National Harbours Board, Montreal, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: R. Duquette) (L.G., May, p. 574).

5. Radio Station CHRS, Quebec City, and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. Duquette) (L.G., June, p. 712).

### **Conciliation Boards Appointed**

1. Bicroft Uranium Mines Limited and United Steelworkers of America (L.G., July, p. 845).

2. Greyhawk Uranium Mines Limited, and International Union of Mine, Mill and Smelter Workers (L.G., July, p. 845).

3. Canadian Pacific Air Lines Limited, Vancouver, and International Association of Machinists, Canadian Airways Lodge No. 764 (L.G., July, p. 845).

4. Canadian National Railways (Canadian National Newfoundland Steamship Service), and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., July, p. 845).

5. Commercial Cable Company, and Seafarers' International Union of North America, Canadian District (L.G., July, p. 845).

### **Conciliation Boards Fully Constituted**

1. The Board of Conciliation and Investigation established in April to deal with matters in dispute between Faraday Uranium Mines Limited, Bancroft, and Local 1006, International Union of Mine, Mill and Smelter Workers (L.G., June, p. 713) was fully constituted in June with the appointment of His Honour Judge J. C. Anderson, Belleville, as Chairman. Judge Anderson was appointed by the Minister in the absence of a joint recommendation from the other two members, Alexander Harris, and Kenneth Woodsworth, both of Toronto, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in April to deal with matters in dispute between Atomic Energy of Canada, Chalk River, and Atomic Energy Allied Council (L.G., June, p. 713) was fully constituted in June with the appointment of Mr. Eric G. Taylor as Chairman. Mr. Taylor was appointed by the Minister in the absence of a joint recommendation, from the other two members, E. Macauley Dillon, Q.C., and Donald R. Walkinshaw, Q.C., both of Toronto, who were previously appointed on the nomination of the company and union respectively.

### **Board Reports Received During Month**

1. Canada Steamship Lines Limited (Montreal Terminals) and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Jan., p. 63). The text of the report is reproduced below.

2. Eastern Air Lines, Inc. (Traffic Division), and International Association of Machinists (L.G., June, p. 713). The text of the report is reproduced below.

### **Settlements Following Board Procedure**

1. Canadian National Railways (Niagara, St. Catharines and Toronto Railway, and Oshawa Electric Railway) and Brotherhood of Railroad Trainmen (L.G., Feb., p. 177).

2. Canada Steamship Lines Limited (Montreal Terminals) and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (see above).



# Report of Board in Dispute between

Canada Steamship Lines Limited (Montreal Terminals)

and

Brotherhood of Railway and Steamship Clerks, Freight Handlers,  
Express and Station Employees

The Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act in the matter of a dispute between Canada Steamship Lines Limited (Montreal Terminal) and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, was composed of H. Carl Goldenberg, Esq., QC, Chairman; Prof. J. C. Weldon, nominee of the bargaining agent; Clifford Howard, Esq., QC, nominee of the employer.

Proceedings before the Board opened in Montreal on November 30, 1956. Following a preliminary presentation of the case, the Chairman, with the approval of the other members, requested the parties to resume collective bargaining with a view to narrowing the area of disagreement between them. The Chairman placed his services at the disposal of the parties to this end. The parties accepted the Chairman's proposal.

As a result of the resumption of negotiations, the parties have narrowed the area of disagreement to the following matters, on which the Board now reports. In so reporting the Board has due regard to the fact that this is the first agreement between the parties with respect to the classification of employee concerned.

## 1. Working Hours

The union requests a 37½-hour week for office staff and a 50-hour week, during the navigation season, for shed staff. The company offers a 40-hour week for office staff and a 55-hour week for shed staff. The union submits that since present working hours for office employees are 37½ and 41 on alternate weeks, the company's proposal would actually increase working hours.

The Board recommends as follows:

A. The work week Monday through Sunday shall consist of 40 hours per week for the following departments, except in those cases where a shorter work week is presently in effect:

*Office Staff*—General Office, Billing Office, Steamship Forwarding Office, Inward Office, Timekeepers Office, and Shed Office.

B. The work week Monday through Sunday shall consist of 55 hours per week for the following departments:

shed staff, foremen, maintenance men, stevedores, and assistant foremen.

The present existing hours of work during the non-operating navigational season shall continue.

## 2. Overtime Rates

The company submits that overtime should be paid at *pro rata* rates while the union requests payment on the basis of time and one-half. Although cognizant of the fact that time and one-half for overtime is tending to be the pattern in industry generally, the Board also takes cognizance of the fact that the employees concerned in the present dispute are monthly-rated employees who have hitherto not been paid overtime and is of the opinion that the company should be given an opportunity to adjust its operations in order to avoid overtime if possible.

Accordingly, the Board recommends as follows:

For office employees as listed above, overtime shall be paid extra at *pro rata* rate for all hours worked in excess of 40 hours per week.

For shed employees as listed above, overtime shall be paid extra at *pro rata* rate for all hours worked in excess of 55 hours per week.

The overtime rate shall be obtained by dividing the monthly rate by 173 in the case of office employees as listed above and by 239 in the case of shed employees as listed above.

## 3. Promotion

The company submits that decisions on promotion should rest with the officer in charge of the specific operation. The union requests a right of appeal from such decisions.

During June, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, and the Canada Steamship Lines Limited (Montreal Terminals).

The Board was under the chairmanship of H. Carl Goldenberg, OBE, QC, who was appointed by the Minister on the joint recommendation of the other two members, Clifford Howard, QC, and Dr. John Weldon, nominees of the company and union respectively.

The report was signed by the Chairman and Dr. Weldon. Mr. Howard was unable to sign because of illness.

The text of the report is reproduced here.

The Board concurs with the union and recommends as follows:

Promotions shall be based on ability, merit, and seniority; ability and merit being sufficient, seniority shall prevail. The officer of the company in charge will be the judge subject to appeal to the Personnel Manager.

#### 4. Annual Vacations with Pay

The company's offer with respect to annual vacations with pay is considered unsatisfactory by the union because such vacations would largely be taken in the winter. The Board must, however, take cognizance of the nature of the company's operations.

Accordingly, the Board recommends as follows:

Employees shall be granted annual vacations with pay on the following basis:

- After completion of six months' service
  - 1 week in winter
- After completion of one year's service
  - 2 weeks in winter
- After completion of five years' service
  - 1 week in winter
  - 1 week during navigation
  - or
  - 3 consecutive weeks in winter
- After completion of ten years' service
  - 2 weeks in winter
  - 1 week during navigation
- After completion of fifteen years' service
  - or more
  - 2 weeks during navigation
  - 1 week in winter

#### 5. Employee Privileges

The union requests the insertion of clauses in the collective agreement under which the company will bind itself to continue certain privileges presently enjoyed by the employees, including pass privileges, eligibility to participate in the company's pension plan, and participation in the annual bonuses when such are granted, the whole as has been the practice of the company in the past. The company objects to the inclusion of such clauses.

The Board makes no recommendation in this regard, it being understood that existing privileges of general application will

be continued and that there will be no discrimination in connection therewith against the employees concerned in the present dispute.

#### 6. Wages

The union requests an increase of 15 per cent in rates of pay effective from the date of its demand. The company submits that in accordance with its established practice all employees have already received varying increases for 1956. While denying the validity of the wage increase demanded, the company further submits that any increase should in any event become effective only on the date of the signing of the collective agreement.

Considering the delays which have already occurred since the commencement of negotiations between the parties, for which neither party is solely responsible, the Board recommends as follows:

The rates of pay of the employees covered by this agreement shall be increased retroactive to April 1, 1957, by 11 per cent less such increases as the said employees or any of them have already received since January 2, 1956.

Since it has been submitted to the Board that existing job classifications do not necessarily reflect the duties and responsibilities of the respective positions, the Board recommends that the parties proceed jointly with a proper job evaluation in order that appropriate classifications may be established.

The Board further recommends for the consideration of the parties that future negotiations covering the employees concerned in the present dispute be integrated, if possible, with the negotiations covering the other employees of the company represented by the union.

The whole respectfully submitted this 5th day of June, 1957.

(Sgd.) H. CARL GOLDENBERG,  
*Chairman.*

(Sgd.) J. C. WELDON,  
*Member.*

The right of employers who belong to a multi-employer bargaining group to lock out their employees as a defence against a "whipsawing" strike of the employees' union against one employer member of the group has been upheld by a recent decision of the United States Supreme Court.

Certain decisions of lower courts had previously held that such defensive lockouts were unlawful.

However, the Supreme Court's decision makes it clear that a lockout is lawful only in the particular case that it is being used as a weapon against a union's whipsawing tactics. The Court points out that its decision is not concerned with lockouts which have been held illegal because they were intended to defeat the efforts of a union to organize, or because they aimed to destroy or undermine bargaining representation, or to evade the obligation to bargain.

# Report of Board in Dispute between

Eastern Air Lines Inc. (Traffic Division)

and

International Association of Machinists

The Board of Conciliation which you established to deal with the matters in dispute between the above-cited parties and which was composed of Mr. Justice André Montpetit, as Chairman, of Mr. Raymond Caron, advocate, as the employer's representative, and of Mr. Roger Provost, as the Association's representative, wishes to submit hereunder its recommendations.

Following various meetings, the parties hereto having reached agreement on 22 out of 25 articles of a proposed draft collective agreement, your Board was seized with the following three issues:

- (A) scale of wages and effective date;
- (B) union security;
- (C) termination clause.

—A—

The Association's request, as to wages, is that the employer should be called upon to pay wages equal to those it pays in the United States to its senior agents, agents and porters (hereunder referred to as "clerical employees").

The employer's counter-proposal is that the said employees are entitled to fair and reasonable wages, due consideration being given to the rates paid in Canada for comparative jobs, but not equal to those which it pays in the United States.

It is quite evident that there would have been no dispute between the parties on this first issue, if the Association had not sought to obtain (September 6, 1956), and had not obtained, a certification as bargaining agent from the Canada Labour Relations Board (October 9, 1956).

Up to that time and more particularly up to the date hereunder referred to, all Canadian "clerical employees", under their agreement with Colonial Airlines Inc., had enjoyed the same conditions of labour as their American "clerical co-employees". This policy Eastern Airlines manifestly intended to follow after the expiration of the Colonial agreement (September 30, 1956) provided the said Canadian employees agree to a complete integration with their American "clerical co-employees" and renounce, more or less, to being certified by the Canada Labour Relations Board and to having a collective agreement of their own. It should be noted here that the American "clerical employees" are not certified in the United States and that

there is no collective agreement between them and Eastern Airlines.

The above proposition of fact is fully justified from reiterated statements to that effect before this Board by the employer's representatives, from various exhibits filed by the employer, and from the following excerpt contained in Eastern Airlines' reply to the Association's application for certification (employer's exhibit 12, p. 3):

*... "Eastern believes that the bargaining unit proposed by the applicant is not appropriate for collective bargaining. In the past, these classes of employees have been subject to exactly the same wage and salary scales, rules and working conditions as the employees performing the same functions in the United States. Eastern intends to continue that practice unless a separate certification for the Canadian employees results from this proceeding. If there were such a separate certification, it would be inevitable that different rates of pay, rules and working conditions would evolve for the Canadian employees, particularly in view of the fact that the applicant does not represent the same classification in the United States. Eastern submits that it would be in the best interests of all concerned that the same labor conditions prevail for all employees having common interests and performing the same work, whether in the United States or Canada. In this connection, it should be noted that Eastern has approximately 4,400 employees in these categories in the United States, as compared with the 46 in Canada." (The portion italicized hereabove is by the Board).*

Because of this, we definitely have the impression (Mr. Raymond Caron dissenting) that the employer's main concern is to deprive their Canadian "clerical employees" of wages equal to those it pays its American "clerical employees" only because the former have deemed it advisable to avail themselves of a clear and definite right under Canadian Law.

During June, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the International Association of Machinists and Eastern Air Lines Inc. (Traffic Division), Montreal.

The Board was under the chairmanship of the Hon. Mr. Justice André Montpetit, Montreal, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Raymond Caron and Roger Provost, both of Montreal, nominees of the company and union respectively.

The text of the report is reproduced here.



The majority of this Board feels that it cannot, in any way, endorse, directly or indirectly, a policy or an attitude whereby an employer, whoever he may be, agrees to a certain rate of wages in exchange of a renunciation by a group of workers or employees or by a union to apply for and obtain a certification.

Moreover, in this instance, we fail to see how it can seriously be contended—as stated in the above-quoted excerpt—that “a separate certification” may or can jeopardize or seriously affect the labour conditions in the United States; especially in a case where only 46 employees are involved in comparison to 4,400 in the United States.

The employer has contended that because of the certification of the Association and of the consequent necessity of having to negotiate a collective agreement with the Association, its Canadian clerical employees cannot be “integrated” with its American clerical employees, particularly in the matter of the application of seniority practice, transfer of personnel, etc.

In reply the Association contends that the proposed agreement will not prevent integration and that the proposed seniority clause gives the employer the necessary latitude. Neither party gave the Board any precise information on the items agreed upon in negotiation.

We are of opinion, Mr. Raymond Caron dissenting, that the employer should agree to pay its Canadian clerical employees wages equal to those presently being paid to its American clerical employees, provided that in so doing the Canadian clerical employees will not receive in the aggregate more benefits involving cost to the employer, than the American clerical employees presently enjoy. This proviso does not refer to any procedure for the handling of grievances nor to other clearly non-monetary benefits arising from a collective agreement. Further to the above this Board also recommends that the new salary scale be payable in U.S.A. dollars as is stated by Mr. W. C. Gilbert to be the employer's practice in all jurisdictions.

Mr. Caron dissents from the majority recommendation because in his opinion the above-quoted statement from the employer's Exhibit 12 has been taken from its proper context. He considers that the company offer is fair and reasonable and compares more than favourably with salary scales for other airlines operating in Canada, including T.C.A., and constitutes a fair increase over the salaries previously paid by Colonial Airlines to its clerical employees both in Canada and in the

U.S.A. Mr. Caron considers that the employer's statement as above quoted should be ignored by this Board for the same reason that this Board should ignore the employer's original statement dated August 28, 1956 (Exhibit 4) to the effect that Canadian employees would be integrated with American employees and paid the then existing Eastern Air Lines pay scale following the expiry on September 30, of the Association's agreement with Colonial Airlines, which agreement the employer had undertaken to honour until expiry. Thus when issuing the document dated August 28 last the employer assumed, as it was entitled to assume due to its agreement with the Association dated April 24, 1956 (Exhibit 1), that no collective agreement would exist after September 30 for the Canadian clerical employees taken over from Colonial and that all its rules, regulations and practices governing its 4,400 American clerical employees could and would thenceforth be applied to its 46 new Canadian clerical employees. When the employer found its assumption was in error then its statement as to working conditions, including pay scale, which was predicated upon such assumption, was retracted. This retraction was not because the Association sought certification as such but because the consequences of certification made impossible the full implementation of the employer's intention. Thus in the opinion of Mr. Caron, although the Association is entitled to bargain for any pay scale seen fit, neither the Association nor this Board should in equity divide the employer's proposal so as to hold that the employer had “offered” the American pay scale to its new Canadian clerical employees, nor should it be assumed that the above-quoted statement to the Labour Relations Board would have been made had the earlier events not taken place, that is, had the application for certification been made in normal circumstances by a new union organizing the employees of a new employer for the first time.

As far as the “effective date” is concerned, we believe (Mr. R. Caron dissenting) that it should go back to February 1, 1957, that is, the first day following the Association's request of the federal conciliation officer's services. Mr. Caron believes that being a first contract with a new employer any increase in wages should be effective from the date of signing the collective agreement.

—B—

The second issue deals with union shop. Since the view has been expressed that

there should not be any serious discrepancy in the general conditions of labour between the aforesaid two categories of "clerical employees" (Canadian and American) and since the Association at the present stage has not been certified under American law as bargaining agent for the said American employees, we feel (Mr. Roger Provost dissenting) that there should not be any "union shop" clause, or any other type of "union security" clause, in the agreement at least for the time being.

—C—

As to the "termination clause", we unanimously recommend that it be of one year duration as of the day of signing of the agreement.

The whole respectfully submitted.

(Sgd.) ANDRÉ MONTPETIT,  
*Chairman.*

(Sgd.) RAYMOND CARON,  
*Member.*

(Sgd.) ROGER PROVOST,  
*Member.*

Montreal, June 6, 1957.

## Canadian Railway Board of Adjustment No. 1 Releases Decisions in Four Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decisions in four cases heard June 11.

The first case concerned a claim for extra compensation for firemen who were required to take water on diesel engine run-through at Ottawa Union Station during their preparatory or final inspection time; the second and fourth cases, claims by firemen for payment for deadheading; and the third case, a fireman's claim for mileage lost when he was displaced from his regular assignment by a demoted engineer.

In the first case the Board recommended that a time allowance in addition to the change-off time already provided should be arrived at by negotiation between the two parties. In the second and fourth cases the claim of the employees was sustained, but in the latter case with a reservation; and in the third case the contention of the employees was not sustained.

The four disputes and decisions are summarized here:

**Case No. 682—***Dispute between the Canadian Pacific Railway Company (Eastern Region) and the Brotherhood of Locomotive Firemen and Enginemen concerning compensation for firemen (helpers) required to take water on diesel engine run-through units at Ottawa Union Station.*

Since diesel power has been used in passenger service on run-through trains Ottawa firemen on these trains have been notified that either the outgoing or the incoming firemen will be required to take water at Ottawa Union Station in his preparatory or final inspection time. The firemen claimed extra pay for the time occupied; the company rejected the claim.

The employees contended that Article 22 of the current agreement provided in part that engines should be supplied with fuel, sand and water by engine house staff at terminals, and that it was never contemplated that firemen would be required to serve the engines when coming on or going off duty, during their preparatory or final terminal time.

The Company, in its contention, stated that before the use of diesel power on run-through trains, when steam locomotives were used between Montreal and the Algoma District, the change-off point for engine crews between Montreal and Chalk River was at Ottawa West. When this service was in effect the firemen had been required to take water at Vankleek Hill, and almost always at Ottawa West as well, without any extra compensation for this work.

With diesel engines in use, the company continued, the need for taking on water at Vankleek Hill had ceased; and as it was not necessary to stop at Ottawa West to serve the engine this stop had also been discontinued, the engine crews being changed at Ottawa Union Station. Under the agreement with the union the incoming and the outgoing firemen were each allowed 15 minutes terminal time. Between five and ten minutes only, the Company maintained, were required to fill the water reservoir on a diesel unit. As this work could be done well within the time for which both the incoming and the outgoing firemen were now being paid, the Company felt that there was no justification for the firemen's claim for extra pay. The initial and final terminal allowances were intended to cover such preparatory service, the Company contended.

The Board recommended that the parties should enter into negotiations as provided in Article 31 of the Firemen's Schedule in order to settle the time which should be allowed to firemen who were required to perform this work, such time allowance to be in addition to the change-off time already provided.

**Case No. 683—***Dispute between the Canadian Pacific Railway Company (Eastern Region) and the Brotherhood of Locomotive Firemen and Enginemen concerning the claim of firemen for dead-heading in addition to minimum day's pay.*

A fireman on spare list was ordered, with an engineman, to handle an engine on an extra west from Farnham to St. Luc and return dead-head to Farnham. The fireman claimed payment for the 43 miles dead-headed. The Company refused payment on the ground that dead-head service could be combined with previous road service to make up a minimum day.

The union quoted an article of the current agreement covering dead-heading that provides for payment of actual mileage for dead-heading at the minimum passenger rate.

The Company contended that more than one class of service might be performed in a day or a trip, citing "recognized precedent set by past service" in support of its contention and quoting excerpts from the agreement which showed, among other things, that a fireman making less than 100 miles in a day would be liable for further service. Countering the Brotherhood's quotation of one article in the agreement, the Company stated that "no one rule in the agreement can be read alone but must be read in conjunction with all the rules and conditions in the agreement".

The Company also argued that it would not be sound or reasonable to pay an employee who performs service and dead-heading in a day's work more than when two classes of active service were performed in a day's work.

The contention of the employees was sustained.

**Case No. 684—***Dispute between the Canadian Pacific Railway Company (Eastern Region) and the Brotherhood of Locomotive Firemen and Enginemen concerning a fireman's claim for mileage lost when displaced from his regular assignment.*

When the engineers' working list at Ottawa was cut by three men on November 28, the three demoted engineers displaced firemen from their regular assignments. After protests by the Brotherhood of Locomotive Firemen and Enginemen that

the firemen were improperly displaced, a proper mileage check not having been made, one engineer was returned to the engineers' list.

The next day the two displaced engineers exercised their seniority and booked for assignments that day but were not allowed to go out because of protests by the BLFE. On December 2 and 3, however, the two demoted engineers displaced two firemen, one of whom immediately exercised his seniority. On December 5, the fireman who had not exercised his seniority submitted claims for mileage lost on December 2 and 3.

The BLFE contended that the fireman should not have been displaced until a proper mileage check was made; the Company contended that the fireman's failure to exercise his seniority rested solely on himself and that any penalty against the Company is without basis. One cause of the Brotherhood's protests was that the demoted engineers had already made their mileage limits.

Subsequently the Brotherhood of Locomotive Engineers agreed to base their mileage checks on a 15-day period, rather than on a 10-day period as had been their custom. The BLFE argued that this did not resolve the issue, which, it said, was its concern over the displacement of its members. The Company contended that the dispute did arise from jurisdictional dispute between the BLFE and the BLE over mileage regulations.

The Board did not sustain the contention of the employees.

**Case No. 685—***Dispute between the Canadian Pacific Railway Company (Pacific Region) and the Brotherhood of Locomotive Firemen and Enginemen concerning the claim of a fireman for dead-heading.*

A fireman was required to dead-head to Field, B.C., to man a yard engine when no bids were received for the assignment; he was the junior man on the fireman's spare board at Revelstoke. The Company refused his claim for dead-head pay on the ground that the move was one affording the employee the right to exercise his seniority and thus one for which no payment for dead-heading was required under the agreement.

The union agreed that the Company was not required to pay for dead-heading made necessary by the application of the mileage regulations or in exercising seniority rights, but it contended that the fireman had dead-headed on the company's orders, and that neither mileage regulations or the exercising of seniority were responsible for the move.

(Continued on page 979)



# COLLECTIVE AGREEMENTS

## Collective Agreement Act, Quebec

Under the Collective Agreement Act, Quebec, Orders in Council during April, May and June made obligatory a number of changes in wage rates, hours, overtime, paid holidays and vacations with pay. Most of the new construction agreements provide for both immediate and deferred wage increases.

In taxicab operations at Montreal, a first agreement established remuneration for chauffeurs on a weekly commission basis of 40 per cent of gross income from the fares charged. In addition, employers must pay employees 50 cents per day unless they and their employees undertake, in writing, to accept the obligations set out in the social welfare plan proposed by the Parity Committee. The agreement also provides for vacation with pay to be calculated on the basis of 2 per cent of annual earnings as of May 1 each year.

In the construction industry at Montreal, new special provisions increase the minimum rate for plasterers from \$2.12 to \$2.17 per hour. Deferred increases of 10 cents and 8 cents per hour are to become effective October 1, 1957, and April 1, 1958, respectively. Double time is allowed for all work on Saturdays, Sundays and six specified holidays.

A new section, applicable to the structural iron industry at Montreal, increases the minimum rates for journeymen structural iron workers and welders from \$2 to \$2.15 per hour for a 40-hour week. A deferred increase of 15 cents per hour is to become effective April 1, 1958. In addition to Sundays and 11 specified holidays, double time is now paid for work on Saturday afternoons.

Another new section, covering refrigeration installations at Montreal, increases the minimum rates for journeymen mechanics (ammonia) from \$2 to \$2.10 per hour, (freon, methyl and sulphur) from \$1.85 to \$2 per hour; junior mechanics from \$1.80 and \$1.75 to \$1.90 and \$1.80, respectively. A deferred increase of 10 cents per hour to all of the above categories is to become effective April 1, 1958. Overtime at time and one-half is to be paid for work between 5 and 10 p.m., and on Saturdays till noon; double time there-

after, and on Sundays and seven (previously 11) specified holidays. Mechanics on service operations will be paid the above minimum rates, including work on Saturdays and Sundays. However, these mechanics are not governed by the provisions of the agreement relating to regular hours of work, overtime, shift work and urgent work. They will be paid time and one-half for work on any of seven specified holidays.

Special provisions applicable to plumbers, steamfitters, etc., at Montreal increase the minimum rate for journeymen from \$2.12 to \$2.22 per hour; junior journeymen from \$1.60 to \$1.65. A deferred increase of 10 cents per hour (5 cents for apprentices) is effective from April 1, 1958. Double time is now paid for work on seven (previously 12) specified holidays. Vacation with pay credit will be increased from 2 to 4 per cent of gross amount of each pay effective October 1, 1957. Weekly hours are unchanged at 40.

Other new provisions relating to marble, tile and terrazzo workers at Montreal increase the minimum rates for marble setters, tile setters and terrazzo layers from \$2.10 to \$2.22 per hour; marble polishers from \$1.77 to \$1.85 per hour; terrazzo polishers (dry) from \$1.91 to \$2 per hour, (wet) from \$1.71 to \$1.79 per hour. Deferred increases ranging from 8 to 12 cents per hour will become effective April 1, 1958. Remuneration for three paid holidays will be calculated at the rate of 1½ per cent of the wages earned.

In the construction industry at Quebec, minimum rates for workers included in the general table of classifications were increased by 10 cents per hour. New rates now range from \$1.30 per hour for labourers to \$1.90 per hour for bricklayers and stone cutters. A deferred increase of 10 cents per hour is to become effective May 1, 1958. Weekly hours in Zone I are unchanged at 44; 48 in Zones II and III. However, in Zone 1, No time will now be worked on Saturdays. Special provisions relating to plumbers, steamfitters, refrigeration mechanics, oil burner mechanics, electricians, etc., are unchanged from those previously in effect and noted in the *LABOUR GAZETTE*, May, 1957.

A new part of the Quebec district agreement covering ornamental and utility metal workers increases the minimum rates of all categories by 10 cents per hour and provides for a deferred increase of 10 cents per hour effective May 1, 1958. Another section applicable to the structural iron industry establishes a rate of \$2 per hour for erectors, welders, burners and riggers, plus a deferred increase of 10 cents per hour effective May 1, 1958.

In the construction industry at Sorel, minimum wage rates for most classifications were increased by 15 cents per hour, making the new rates for bricklayers \$1.85 per hour in Zone I, \$1.75 in Zone II; journeymen carpenters, electricians, plumbers \$1.65 in Zone I, \$1.55 in Zone II; labourers \$1.30 per hour in Zone I, \$1.20 in Zone II. Weekly hours are unchanged at 48. Double time is now paid for work on five (previously 10) specified holidays.

In the construction industry at Trois Rivières, minimum rates were increased by 10 cents per hour, making the new rates for bricklayers \$1.80 in Zone I, \$1.65 in Zone II; journeymen carpenters and electricians \$1.60 in Zone I, \$1.45 in Zone II; painters (brush) \$1.50 in Zone I, \$1.40 in Zone II; labourers \$1.25 in Zone I, \$1.15 in Zone II. Minimum rates for structural steel erector, welder, etc. were increased from \$2 to \$2.15 per hour in both zones. A deferred increase of 10 cents per hour is to become effective May 5, 1958. New provisions establish rates for elevator construction mechanics and helpers of \$2.46 and \$1.72 per hour, respectively. Weekly hours range from 40 for workers engaged in the construction of steam generators, boilers, etc. and elevator installation to 48 (as previously) for most other classifications.

In the construction industry at St. Hyacinthe, minimum rates were increased by from 10 to 15 cents per hour, making the new rates for bricklayers \$1.80 per hour in Zone I, \$1.60 in Zone II; journeymen electricians, pipe mechanics and plumbers \$1.60 in Zone I, \$1.45 in Zone II; unskilled labourers \$1.20 in Zone I, \$1.05 in Zone II. Weekly hours are unchanged at 48.

In the construction industry at Joliette, minimum rates were increased by from 5 to 10 cents per hour, making the new rates for bricklayer-mason, carpenter, pipe mechanic \$1.70 per hour; electrician (journeyman) \$1.75; labourer \$1.25 per hour. Deferred increases of 5 and 10 cents per hour are to become effective April 1, 1958. Double time is now paid for urgent work done on five (previously nine) specified holidays.

In the construction industry at St. Jean and Iberville, minimum rates were increased by 15 cents per hour in most cases and new rates for certain classifications are as follows: bricklayer, plasterer \$1.90 per hour, journeymen electrician, crane operator \$1.70, unskilled labourer \$1.20 per hour. A deferred increase of 10 cents per hour is to become effective April 1, 1958. Two days are deleted from the list of holidays on which urgent work is paid for at double time. Regular weekly hours are unchanged at 44 for qualified workers, 50 for labourers.

In longshore work at Montreal, minimum rates for freight handlers (inland and coastal navigation) were increased from \$1.55 to \$1.60 per hour for day work, from \$1.85 to \$1.90 for night work.

In the printing industry at Montreal, minimum hourly rates for day work were increased by from 2 to 11 cents per hour, for night work from 2 to 12 cents per hour. New minimum rates for day work in Zone I are now \$2 per hour for journeymen compositors, proof readers and casters (from 63 to 94 cents for caster runners); from \$1.73 to \$2.22 for journeymen pressmen, \$1.67 to \$1.73 for assistant pressmen, \$1.34 to \$1.73 for press feeders, depending in each case on type of press; \$2 per hour for journeymen bookbinders, \$1.01 per hour for hand operations considered as women's work, \$1.01 to \$1.35 for other operations. Minimum rates for unskilled helpers (male) in all departments are 63 cents per hour for the first six months, 76 cents per hour thereafter. Minimum rates for apprentices were also increased. Lower wage rates are specified for all classes in Zones II and III.

In the dress manufacturing industry throughout the province, minimum rates were increased by from 5 to 7½ cents per hour by virtue of increased cost of living bonuses, making the new rates including the cost of living bonuses for skilled cutters (grade 1) \$1.32 per hour, semi-skilled cutters (grade 2) \$1.07, pressers (male) \$1.18, pressers (female) 82 cents, general hand 58½ cents, operators and sample makers 74½ cents per hour. Rates for other classifications range from 58½ cents for folders to 78 cents per hour for spreaders. Regular weekly hours were reduced from 44 to 40 for plants not already on a 40-hour week. Paid holidays were increased from three to five. Other provisions affect homeworkers.

In the sheet metal fabricating industry at Montreal, minimum wage rates were increased by from 8 to 11 cents per hour, making the new rates for sheet metal mechanic and journeymen welder \$1.88 per

hour, toolmaker \$1.93, blacksmith \$1.79, machine operator \$1.56, production welders from \$1.45 in first year to \$1.56 in second,

production workers from \$1.40 in first year to \$1.51 after three years. Weekly hours were reduced from 41½ to 40.

## Industrial Standards Acts, Nova Scotia, New Brunswick and Ontario

During April, May and June, 13 new schedules were made binding under Industrial Standards Acts, eight in Nova Scotia, one in New Brunswick and four in Ontario, including two new schedules for the barbering industry at Brantford and at Ottawa.

In Nova Scotia, new schedules for bricklayers, carpenters, electricians, labourers, painters, plasterers and sheet metal workers at Halifax and Dartmouth increased the minimum rates over the 1955 schedules by 15 cents per hour; the wage rate for plumbers was increased by 16 cents to \$1.97 per hour and includes 4 cents per hour in lieu of vacation with pay instead of 3 cents as previously. New rates now range from \$1.33 per hour for unskilled labourers (no vacation provisions) to \$2.12 per hour (including 3 cents per hour in lieu of vacation with pay) for bricklayers, masons and tile setting trades. Weekly hours for labourers were reduced from 44 to 40 except for pier construction under contract as of March 8, 1957. In such cases 48 hours will prevail to completion of these contracts. Hours for tradesmen were unchanged at 40.

In New Brunswick, minimum wage rates for electricians in the Saint John-Lancaster area were increased from \$1.63 to \$1.70 per hour for work during regular working periods. Weekly hours were unchanged at 40.

In Ontario, minimum wage rates for workers employed in the millinery industry throughout the province were increased by 9 cents per hour. New rates now range from 59 cents per hour for Class "F" employees (sewing, examining, cleaning, etc.) to \$1.54 for Class "A" employees (hand blocking, etc.) in the counties of Halton, Ontario, Peel, Wentworth and York; in other parts of Ontario, from 54 cents for Class "F" employees to \$1.40 per hour for Class "A" employees. All other provisions are unchanged from those previously in effect, including a 40-hour week in the counties of Halton, Ontario, etc.; 45 in all other parts of the province.

At Kitchener-Waterloo, a first schedule for plasterers establishes a minimum rate of \$2.35 per hour for a regular work week of 40 hours. Double time is provided for work on Saturdays after 5 p.m., Sundays and seven specified holidays; time and one-half for all other overtime work.

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## Railway Board of Adjustment

*(Continued from page 976)*

The Company contended that if any assignment remained unfilled after the senior firemen had exercised their preference the junior fireman was required to take the work in order to obtain employment, and that he was not entitled to payment for dead-heading as such moves were the result of allowing men the chance to exercise their seniority rights.

The Board found that although there might have been a local agreement—as provided for in Article 31—at some time in the past regarding the manning of the yard assignment at Field from the spare

board at Revelstoke, it had not been put in writing; neither could it be shown that it had been approved by the present General Superintendent and the present General Chairman, as required by Rule 31.

Consequently the Board sustained the claim of the employees in the case of the fireman in question. But since no details of the amount claimed were presented, the decision, the Board stipulated, was with respect to the principle involved only, and was without prejudice to other movements between Revelstoke and Field with which the Board was not familiar.



# LABOUR LAW

## Labour Legislation in British Columbia, 1957

New legislation enacted respecting payment of compensation to blind workmen. Revised Municipal Act includes sections regulating closing hours of shops. Amendments made to Annual Holidays Act, Truck Act

The British Columbia Legislature, which was in session from February 7 to March 28, enacted a Blind Workmen's Compensation Act of the type in effect in most of the other provinces. The Municipal Act was completely revised and now includes sections regulating the closing hours of shops and the observance of specified statutory holidays.

Minor amendments were made to the Annual Holidays Act, the Truck Act and the Boiler and Pressure-vessel Act.

### Compensation for Blind Workmen

A new Blind Workmen's Compensation Act provides special protection for the employers of blind workmen, encouraging them to hire such persons by relieving them of fears of increased possibility of accident and, as a result, higher assessment rates.

As in other Acts of this type, which are in effect in seven provinces, "blind workman" means a workman as defined by the Workmen's Compensation Act having visual acuity of not more than 6/60 or 20/200 (Snellen) in the better eye. For such workmen in all industries under Part I of the Workmen's Compensation Act, the Department of Finance will pay the excess of the full cost of compensation over and above \$50. This payment will be made out of the Consolidated Revenue Fund, upon receipt of a certificate from the Workmen's Compensation Board setting out the full cost of compensation.

The Board may consider any previous award when called upon to make a further award to the same workman, thus ensuring that a workman is not paid compensation for a disability of more than 100 per cent. The Board may fix the assessment to be levied on the employer on the wages of a blind workman at such an amount as it deems fair, having regard to the Workmen's Compensation Act.

The Canadian National Institute for the Blind, or any other like organization designated by the Lieutenant-Governor in Council, has complete jurisdiction as to the proper placement of any blind workman, and the nature of the work he is permitted to do, and officers of the organization have access to the workman's place of employment at any reasonable time.

### Annual Holidays

By an amendment to the Annual Holidays Act, the period within which an employee's annual holiday may be taken has been lengthened. The Act now stipulates that the holiday must "commence not later than" ten months after the date upon which the employee becomes entitled to it. Previously, the annual holiday had to be taken within the ten-month period.

A further amendment changing "shall" to "may" makes it clear that the decision as to whether the employee takes his annual holiday in one unbroken period or in two periods of one week each rests with the employer. Pay in lieu of an annual holiday must be paid in one payment.

The Act, which came into force on July 1, 1957, providing for a holiday of two weeks after a year of employment, applies to every employee who becomes entitled to an annual holiday on or after that date, and to those employees who have earned part of their annual holiday or holiday pay before that date. In the latter case the pay to be given in lieu of an annual holiday is to be 2 per cent of the total wages earned for the period of employment before July 1, and 4 per cent of the wages earned after July 1.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

## Deductions from Wages

By an amendment to the Truck Act, which regulates the payment of wages, an employer may honour a worker's written assignment of wages for payments to charitable organizations and for payments to superannuation plans, if such payments are deductible for income tax purposes. Insurance payments may also be deducted if the insurance company is licensed under the Insurance Act.

Deductions may also be made for payments to any employee benefit plan which meets with the approval of the Board of Industrial Relations, and the Board is empowered to investigate the facts with respect to any such plan. In holding an inquiry, the Board is to have the powers of a commissioner under the Public Inquiries Act. At its discretion the Board may rescind its approval of a plan or authorize amendments to an approved plan.

## Boilers

By an amendment to the Boiler and Pressure-vessel Act, a second class engineer is allowed to take charge of a steam plant of up to 1,000 horse power capacity, rather than 900 horse power, as before.

A section dealing with qualifications for the position of boiler inspector was repealed, since provision for such appointments is made under the Civil Service Act.

## Municipal Act

The Municipal Act was completely revised effective from July 1, replacing nine former statutes, including the Shops Regulation and Weekly Holiday Act. Of interest to labour are the sections providing for the licensing of plumbers by municipal by-law, for the compulsory arbitration of disputes involving policemen and firemen and for the payment of fair wages on municipal contracts. These provisions were not changed.

Legislation governing the regulation of closing hours of shops in British Columbia dates back to 1900 and that providing for a weekly holiday and statutory holidays to 1916. The two Acts were consolidated in 1943. The shops regulation sections (Sections 865-869) cover "any premises where any wholesale or retail trade or business is carried on, and includes any building or portion of a building, booth, stall, or place where goods are exposed or offered for sale by retail, or where the business of a barber or hairdresser or the business of a shoe-shine stand is carried on". They do not cover premises where a barber or hairdresser is attending a customer in the

customer's residence, where a pharmacist is filling a prescription of a member of the College of Physicians and Surgeons of British Columbia, or where the only trade carried on is that of selling tobacco and related products, newspapers, magazines, fresh fruits, fresh vegetables, cut flowers, florists' products, soft drinks, dairy products, bakery products, or that of an hotel, inn, public house, restaurant or refreshment house.

The Municipal Act provides for a greater degree of provincial control over the regulation of closing hours of shops than previously. All shops must close not later than 6 p.m. on Monday, Tuesday, Thursday and Saturday, or on any other four days specified by a municipal by-law. On Fridays, or on another day specified by by-law, shops may remain open until 9 p.m. Under the previous legislation, the municipal council was empowered to make by-laws regulating the closing hours of shops within certain limits set out in the Act. The Act stipulated that where three-quarters of the licensed occupiers of a class of shops petitioned the municipal council to pass a closing by-law the council was required to act upon the petition. Otherwise the municipality was under no compulsion to fix closing hours.

As regards the weekly holiday, the Act specifies that shops are required to close on Wednesday, or on another day fixed by by-law, not later than 12 o'clock noon. This does not apply, however, during July and August if a by-law is passed providing that shops be closed not later than 6 p.m. on that day. The former legislation also required that a weekly half-holiday be observed, on which day shops were to be closed not later than 1 p.m., and further permitted the municipal council to require by by-law that a whole day be set aside each week as a holiday.

As before, the Act stipulates that shops must be closed on specified public holidays. Two additional holidays are now included, Easter Monday and the Queen's Birthday. The holidays are now as follows: Christmas Day and the day immediately following, New Year's Day, Good Friday, Easter Monday, Dominion Day, Victoria Day, Labour Day, Remembrance Day, the day fixed by Proclamation of the Governor in Council for the celebration of the birthday of the reigning sovereign, Thanksgiving Day (as proclaimed), and any day appointed by Proclamation or Order of the Lieutenant-Governor in Council as a holiday.

The municipal council is authorized, with the approval of the Lieutenant-Governor in Council, to exempt certain specified

trades and businesses from the shop-closing sections of the Act. The trades and businesses specified are automobile service-stations, garages, bakeries, drug stores, or stands within a shop for the sale of fresh fruits, fresh vegetables, soft drinks, dairy products, bakery products, cut flowers, florists' products and confectionery.

As before, the council may by by-law prohibit hawkers and pedlars from peddling or selling any goods or merchandise within the municipality during the time that shops are required to be closed.

Parts III and IV of the Shops Regulation and Weekly Holiday Act, which covered hours of employment of young persons in shops, seats for female workers, sanitary conveniences and construction of and sanitation in bake-shops and provided penalties for infringements, are not included in the new Act. Employment of children under 15 years in shops as well as in factories and other workplaces without permission is, however, forbidden by the Control of Employment of Children Act, 1944.

With respect to arbitration of disputes involving policemen and firemen, the new Act continues in effect a provision added in 1949 which provided that where a conciliation board is appointed under the Labour Relations Act to deal with a dispute between a municipality or Board of Police Commissioners and the firemen and policemen in their employ, the recommendations of the conciliation board are binding in every respect upon the municipality or Board of Police Commissioners.

It is further provided that, when arbitration proceedings are taken respecting salaries, wages or working conditions, including proceedings under the Labour Relations Act, and an award is made which requires the expenditure of money by the municipality, the award of the arbitration board must be made and published on or before April 15 of the year in which the award is to take effect.

As regards the payment of fair wages under municipal contracts, the Act continues to require that every contract made by a municipality for construction, remodelling, repair or demolition of any municipal works must be subject to the conditions that all workmen in the employ

of the contractor or sub-contractor must be paid the wages and remuneration generally accepted by the provincial Government pursuant to the Public Works Fair Wages and Conditions of Employment Act and which are generally current in the trade for competent workmen in the municipality.

The Act authorizes a municipality to pass by-laws providing for the licensing and regulating of plumbers. The by-law may establish a board of examiners which may fix standards of proficiency for plumbers and grant certificates of proficiency to master and journeymen plumbers. It may provide that persons not possessing such certificates may be prohibited from practising the trade. A by-law may prescribe the areas of the municipality to which it may apply. A certificate of proficiency granted by a municipality is valid in any other municipality.

### **Bills Not Passed**

An amendment to the Workmen's Compensation Act introduced by a private member was defeated on second reading by a vote of 34-12. The amendment would have provided that, where a disputed medical claim has been referred to a specialist under the procedure provided for in the Act, the Workmen's Compensation Board would be required to render a decision in conformity with the specialist's certificate. The Act now provides that the Board must review the claim and inform the workman of its decision within 18 days.

The bill proposed that the amendment should be retroactive to March 15, 1955, the date on which the section providing for a medical review came into effect.

Another private member's bill, an Act to amend the Metalliferous Mines Regulation Act, was also defeated on second reading.

The proposed amendment would have required managers, foremen, shiftbosses and miners to hold certificates of competency, and made provision for the setting up of a Board of Examiners to grant such certificates. The amendment would have made it unlawful for any employer to hire a person not in possession of a certificate of competency.



# Legal Decisions Affecting Labour

## Supreme Court of Canada declares Quebec Padlock Act unconstitutional Quebec Supreme Court grants interim injunction restraining picketing

Reversing the decision of the Quebec courts, the Supreme Court of Canada declared the Quebec Padlock Act invalid.

In Quebec, the Superior Court granted an interim injunction prohibiting a striking union from interfering with business relationships between the company and third parties.

The United States Supreme Court upheld the power of a State court to enjoin peaceful picketing for organizing purposes which violated a law of the State.

### Supreme Court of Canada . . .

. . . rules by 8-1 majority that Quebec Padlock Act to be *ultra vires* of the provincial Legislature

On March 8, 1957, the Supreme Court of Canada, allowing an appeal from a judgment of the Quebec Court of Queen's Bench (Appeal Side), ruled by a majority of 8 to 1 that the Communistic Propaganda Act of the Province of Quebec was wholly *ultra vires* of the provincial legislature as being legislation in relation to the criminal law, a subject exclusively within the powers of the Parliament of Canada.

The circumstances of the case, as related in the judgment, were as follows:

In January 1949, the Attorney-General of the Province of Quebec ordered the Director of the Provincial Police to close for a period of one year the premises occupied by the appellant, John Switzman, and to seize and confiscate all newspapers, reviews, pamphlets, circulars, documents or writings published in contravention of the Communistic Propaganda Act, commonly referred to as the Padlock Act.

In February 1949, the owner of the premises, the respondent Elbling, brought an action against the appellant for cancellation of the lease and for damages in the amount of \$2,170.

The appellant admitted that the premises had been used to propagate Communism but pleaded that the Padlock Act was wholly *ultra vires* of the Legislature of the Province of Quebec. In accordance with Article 114 of the Quebec Code of Civil Procedure, notice of his intention to contest the constitutionality of the legislation was given to the Attorney-General, who intervened in the action.

The trial judge ordered cancellation of the lease and rejected the claim for damages. He ruled that the Act was constitutional, holding that, in pith and substance, it was not criminal law and was not related to any matters exclusively reserved to the Dominion Parliament. In his opinion, the Act was related to property and civil rights in the province and was a matter of a merely local or private nature. This judgment was affirmed by the Court of Queen's Bench (Appeal Side), Mr. Justice Barclay dissenting.

The pertinent sections of the Padlock Act, Sections 3 and 12, read as follows:

3. It shall be illegal for any person, who possesses or occupies a house within the Province, to use it or allow any person to make use of it to propagate communism or bolshevism by any means whatsoever.

12. It shall be unlawful to print, to publish in any manner whatsoever or to distribute in the Province any newspaper, periodical, pamphlet, circular, document or writing whatsoever propagating or tending to propagate communism or bolshevism.

The Act provides that the Attorney-General, upon satisfactory proof that an infringement of Section 3 has been committed, may order the closing of the house. Section 13 provides for the imprisonment of anyone infringing Section 12. The Act gives a broad definition of the word "house" referring to any building or other construction whatsoever. The terms "Communism" and "Bolshevism" are not defined.

Counsel for the appellant contended before the Supreme Court that the legislation, judged by its true nature and purpose, was related to public wrongs rather than private rights and was, therefore, criminal law within the exclusive jurisdiction of the Parliament of Canada.

The respondent maintained that the legislation was in no sense criminal law, but was related to property and civil rights and to matters of a local or private nature in the province. In his intervention the Attorney-General asked the Court to declare the Act in its entirety constitutional and valid and in full force and effect.

In Chief Justice Kerwin's opinion, the Act in question was legislation in relation to the criminal law over which, by virtue of head 27 of Section 91 of the British North America Act, the Parliament of Canada has exclusive legislative authority.

Consequently, he held that the impugned Act was unconstitutional. He considered that the intervention of the Attorney-General should be dismissed and the statute be declared as wholly *ultra vires* of the Legislature of the Province of Quebec.

Mr. Justice Rand, in an opinion concurred in by Mr. Justice Kellock, pointed out that the Act did not affect anyone's civil rights nor did it create any civil remedy. Rather it was directed against the freedom or civil liberty of the actor. Mr. Justice Rand summed up this argument by stating:

The aim of the statute is, by means of penalties, to prevent what is considered a poisoning of men's minds, to shield the individual from exposure to dangerous ideas, to protect him, in short, from his own thinking propensities. There is nothing of civil rights in this; it is to curtail or proscribe these freedoms which the majority so far consider to be the condition of social cohesion and its ultimate stabilizing force.

Further, Mr. Justice Rand said that, as indicated by the opening words of the preamble of the Act, reciting the desire of the four provinces to be united in a federal union with a constitution "similar in principle to that of the United Kingdom", the political theory embodied in the B.N.A. Act was that of parliamentary government by the free public opinion of an open society. Such a public opinion demanded a virtually unobstructed access to and diffusion of ideas. Freedom of discussion as a subject-matter of legislation had a unity of interest and significance extending equally to every part of the Dominion and was thus *ipso facto* excluded from Section 92 (16) of the Act as a local matter. Mr. Justice Rand went on to say that this constitutional fact was the political expression of the primary condition of social life, thought and its communication by language, and that liberty in this was little less vital to man's mind and spirit than breathing was to his physical existence. It was embodied in an individual's status of citizenship. Further, he added:

Prohibition of any part of this activity as an evil would be within the scope of criminal law, as ss. 60, 61 and 62 of the *Cr. Code* dealing with sedition exemplify. Bearing in mind that the endowment of parliamentary institutions is one and entire for the Dominion, that Legislatures and Parliament are permanent features of our constitutional structure, and that the body of discussion is indivisible, apart from the incidence of criminal law and civil rights, and incidental effects of legislation in relation to other matters, the degree and nature of its regulation must await future consideration; for the purposes here it is sufficient to say that it is not a matter within the regulation of a Province.

Mr. Justice Cartwright stated that in his opinion the Act was totally invalid as being in pith and substance legislation in relation to the criminal law and thus a matter assigned by the B.N.A. Act to the exclusive legislative authority of Parliament.

Mr. Justice Fauteux held that the sole object of the Act was to prohibit, with penal sanctions, Communistic propaganda, or, more precisely, to make such propaganda a criminal act. In his opinion Parliament alone, legislating in criminal matters, was competent to enact, define, prohibit and punish these matters of a writing or of a speech that, by their nature, injuriously affect the social order or the safety of the state, such as, for example, defamatory, obscene, blasphemous or seditious libels. He considered that a province could legislate on the civil consequences of a crime enacted by the Dominion or on the suppression of conditions leading to that crime, but it could not create a crime (as had been done in the case at bar) for the prevention of another which had been validly established, such as, for example, the crime of sedition.

Mr. Justice Abbott, referring to the opinion expressed by Chief Justice Duff in *Re Alberta Legislation* (1938), said that the right of free expression of opinion and of criticism upon matters of public policy and public administration, and the right to discuss and debate such matters, whether social, economic or political, were essential to the working of a parliamentary democracy, and the prohibition of such discussion was not necessary to protect personal reputation or private rights. He added further:

This right cannot be abrogated by a provincial Legislature, and the power of such Legislature to limit it is restricted to what may be necessary to protect purely private rights, such as for example provincial laws of defamation. It is obvious that the impugned statute does not fall within that category. It does not, in substance, deal with matters of property and civil rights or with a local or private matter within the Province and, in my opinion, is clearly *ultra vires*. Although it is not necessary, of course, to determine this question for the purposes of the present appeal, the Canadian Constitution being declared to be similar in principle to that of the United Kingdom, I am also of opinion that as our constitutional Act now stands, Parliament itself could not abrogate this right of discussion and debate. The power of Parliament to limit it is, in my view, restricted to such powers as may be exercisable under its exclusive legislative jurisdiction with respect to criminal law and to make laws for the peace, order and good government of the nation.

Mr. Justice Nolan, with whom Mr. Justice Locke concurred, did not agree with the contention of the Attorney-General that, there being no provision in the *Criminal Code* or in any law passed by the Parliament of Canada which made Communism a crime or which forbade the propagation of Communism, the field was unoccupied and the provincial legislation was valid. He referred to *Union Colliery Co. of B.C. v. Bryden* (1899) A.C. 580 and to the opinion of Lord Watson who, in delivering the judgment of the Judicial Committee, made it clear that the abstinence of the Dominion Parliament from legislating to the full limit of its powers could not have the effect of transferring to any provincial legislature the legislative power which had been assigned to the Dominion by Section 91 of the B.N.A. Act.

Mr. Justice Taschereau, dissenting, was of the opinion that the impugned Act was valid because it merely established civil sanctions for the prevention of crime and the security of the country.

The Court reversed the judgment of the Quebec Court of Queen's Bench (Appeal Side), and declared the Act beyond the powers of the provincial legislature as being legislation in relation to the criminal law. *Switzman v. Elbling and Attorney-General of Quebec* (1957) 7 D.L.R. (2d) Part 6, 337.

### Quebec Superior Court . . .

. . . grants interim injunction prohibiting union activities that amounted to a secondary boycott

In a decision given at Montreal on November 16, 1956, the Quebec Superior Court enjoined union activities aimed at causing damage to a company against which it had declared a strike, by causing other persons to cease doing business with the company.

The facts of the case, as related by Mr. Justice Deslauriers in his reasons for judgment, were as follows:

After several months of discussions, during which time the union, *l'Union Internationale des Clicheurs et Electrotypeurs de Montréal*, Local 33, endeavoured to force the company to negotiate a collective agreement, the union in April 1956 called a strike of printers in the plaintiff's workshop. As a consequence of this strike, picketing of the workshop was begun but after a few weeks stopped without producing any tangible results. In order to intensify the effects of the strike, the union then got in touch with companies and persons who had business relationships with the plaintiff, informing

them of the strike and asking them either to stop delivering material used by the company or to cease placing printing orders with the company.

As a result of these activities, the company was not able to secure a regular flow of working material, the newspapers printed by it could not be published regularly, the company was losing its clientele and suffered losses.

The Court noted that the Quebec Labour Relations Act recognized the right to strike, and that it defined "strike" as the concerted cessation of work by a group of employees.

Even though the strike in question was a legal one, the question remained as to whether the union's activities were permissible. The available evidence pointed to the fact that there had been more than a stoppage of work and that the union's activities amounted to a boycott which was particularly damaging to the plaintiff.

The Court was ready to admit that a primary boycott to promote the interests of a particular group, as, for instance, an agreement among members of a union to stop transacting business with a person against whom concerted action was directed could be considered legal. However, the activities of the defendants did not enter into this category. Rather they could be identified with the acts which are qualified as "secondary boycott", that is, activities performed with the intention to do harm to a person by forcing other persons to do harm to him as well.

Realizing that the strike would not achieve any result, the union had resorted to damaging and harmful practices by intervening with third persons in business relationships with the plaintiff in order to end these relationships. The plaintiff had proved, in a manner convincing enough to justify the granting of an injunction, that he had suffered serious and irreparable damage as the result of activities of the defendants.

In granting the injunction, the Court stated that it did not intend to force the members of the union to return to work. It was not concerned with the decision as to whether the union had the right to strike. The injunction was intended to produce the effect of stopping the boycott as actually practised. The intervention of the defendants with the third persons who were in commercial relationships with the plaintiff was an intervention which was not authorized by the right to strike.

The Court therefore ruled that an interim injunction should be granted against the union and four of its officers awaiting the trial of the action settling the rights of



the parties concerned. *Verdun Printing and Publishing Inc. v. l'Union Internationale des Clicheurs et Electrotypeurs de Montréal, Local 33 et Autres et Rapid Grip and Batten Limited et Autres.* (1957) RJQ 204.

### United States Supreme Court . . .

. . . bars use of picketing for organizing purposes, because it violated policy expressed in state law

On June 17, 1957, the Supreme Court of the United States by a majority decision upheld a judgment of the Supreme Court of Wisconsin enjoining picketing on the ground that the picketing was for the purpose of coercing the employer to put pressure on his employees to join a union.

The Supreme Court considered the limits imposed on the power of a State to enjoin picketing by the Fourteenth Amendment to the United States Constitution guaranteeing freedom of speech, and held that the Fourteenth Amendment did not bar a State from restraining picketing which was in violation of a public policy, as expressed in a state law.

The majority judgment was delivered by Mr. Justice Frankfurter. Mr. Justice Douglas, with whom the Chief Justice and Mr. Justice Black concurred, wrote a dissenting opinion.

The case involved the picketing of the respondent, the operator of a gravel pit in Oconomowoc, Wis., employing from 15 to 20 men, by a union which did not represent any of the employees concerned. After seeking unsuccessfully to organize some of the respondent's employees, the union, Local 695 of the International Brotherhood of Teamsters, picketed the company's premises, carrying signs reading: "The men on this job are not 100% affiliated with the A.F.L." In consequence, drivers of several trucking companies refused to deliver and haul goods to and from the respondent's plant, causing him substantial damages. The respondent thereupon sought an injunction to bar the picketing, contending that the picketing had been engaged in "for the purpose of coercing, intimidating and inducing the employer to force, compel, or induce its employees to become members of defendant labor organizations, and for the purpose of injuring the plaintiff in its business because of its refusal to in any way interfere with the rights of its employees to join or not to join a labor organization".

The trial court did not uphold this contention, but held that, by virtue of a Wisconsin statute prohibiting picketing in the absence of a "labor dispute", the union should be enjoined from maintaining any

pickets near the company's place of business, from displaying signs indicating that there was a labor dispute, and from inducing others to decline to transport goods to and from the respondent's business establishment.

This decision was appealed to the Wisconsin Supreme Court, which affirmed the granting of the injunction but on a different ground. The Court was of the opinion that "one would be credulous, indeed, to believe under the circumstances that the union had no thought of coercing the employer to interfere with its employees in their right to join or refuse to join the defendant union". Such picketing, the Court held, was for "an unlawful purpose", since under the Wisconsin law it was an unfair labor practice for an employee individually or in concert with others to "coerce, intimidate or induce any employer to interfere with any of his employees in the enjoyment of their legal rights... or to engage in any practice with regard to his employees which would constitute an unfair labor practice if undertaken by him on his own initiative".

The Supreme Court, after reviewing a series of cases involving picketing, held that a State, in enforcing some public policy, whether of its criminal or its civil law, and whether expressed by its legislature or its courts, could constitutionally enjoin peaceful picketing aimed at preventing effectuation of that policy, and that such action could not be considered as contrary to the Fourteenth Amendment which guarantees freedom of speech.

The Court held that the series of cases demonstrated "that the policy of Wisconsin enforced by the prohibition of this picketing is a valid one". The circumstances set forth by the Wisconsin Court justified its decision confirming the injunction on the ground that picketing was "for the purpose of coercing the employer to coerce his employees" to join the union, in violation of the declared policy of the State.

The dissenting judges would have reversed the judgment of the lower court on the ground that picketing can be regulated or prohibited only to the extent that it forms an essential part of a course of conduct which the State can regulate or prohibit. Otherwise a State ban on picketing should be prohibited on the ground that "the dissemination of information concerning the facts of a labor dispute must be regarded as within that area of free discussion that is guaranteed by the Constitution". *International Brotherhood of Teamsters, Local 695, AFL, et al. v. Vogt, Inc.* 40 LRRM, 2208.

# Recent Regulations, Federal and Provincial

Reporting of any source of ionizing radiation required under Ontario Factory, Shop and Office Building Act; regulations under both the Quebec and the British Columbia Acts regarding pressure vessels have been amended

A revised form prescribed by regulations under the Ontario Factory, Shop and Office Building Act requires the listing of any source of ionizing radiation when applying for approval of building plans or plans of alteration of any factory or other building within the scope of the Act.

Amendments to the regulations under the Quebec Boiler and Pressure Vessel Act set out construction requirements for expansion tanks.

Other regulations deal with certification of welders under the Alberta Apprenticeship Act and qualification tests for pipe welders under the British Columbia Boiler and Pressure-Vessel Act.

## FEDERAL

### Blind Persons Act, Disabled Persons Act and Old Age Assistance Act

The regulations under the Blind Persons Act, the Disabled Persons Act and the Old Age Assistance Act which lay down the conditions under which the federal Government will share with the provinces the costs of allowances payable under these Acts have been amended to provide more lenient means tests for applicants. Among other changes, the new regulations provide that when assessing the amount of income a recipient derives from an interest in personal property, the administering authorities must now take into consideration the extent to which a recipient's property has been reduced in value by payment of medical or hospital bills, accounts for nursing services, the cost of drugs prescribed for him or his wife or of funeral expense of the spouse.

The new regulations were approved by Orders in Council 1957-714, 715 and 716 of May 27 and were gazetted on June 12.

## PROVINCIAL

### Alberta Apprenticeship Act

The provision in the welding trade regulations under the Alberta Apprenticeship Act which permitted an apprentice who had completed two years' training to apply to the Welding Branch of the Department of Industries and Labour to be examined for a Second Class Journeyman's Certificate has been deleted by O.C. 609/57, gazetted on May 15.

The regulations continue to provide, however, that an apprentice who has completed the three-year term of apprenticeship and has taken the required technical training may try the final examination for a Completion of Apprenticeship Certificate. An apprentice who passes the examination in either acetylene or electric welding, but not both, may apply for a First Class Journeyman's Certificate in that part of the trade, whereupon his apprenticeship will be terminated without a Completion of Apprenticeship Certificate and he will not be entitled to further benefits under the Act.

### Alberta Coal Mines Regulation Act

An amendment to the regulations under the Alberta Coal Mines Regulation Act (L.G., 1955, p. 1292) prohibits the use of black powder in underground mines unless the owner or manager has obtained written authorization for its use from the Director of Mines. This amendment was approved by O.C. 668/57 and gazetted on May 15.

### British Columbia Boiler and Pressure-Vessel Act

The regulations governing the design, construction and inspection of boilers and pressure vessels have been amended with respect to qualification tests for welders on gas pipe lines. The amendments were authorized by O.C. 1278 and gazetted on June 20.

Since January 1956, (L.G., March 1956, p. 299), no person has been permitted to do welding on piping used to transmit gas at a pressure exceeding 15 p.s.i. unless he is the holder of a valid "A" certificate of qualification for pipe welding. The regulations provide that a candidate for such a certificate must submit an application on the prescribed form to the Chief Inspector who will decide whether he has had sufficient experience and training to warrant a qualification test.

Tests will be conducted at a time and place set by the Chief Inspector. However, upon the submission of a written request to the Chief Inspector, an employer may arrange to have a group of welders tested at a place selected by him, in which case the employer must supply all necessary tools and equipment and pay the inspector's expenses, including a *per diem* charge of

\$25, as well as the appropriate fees. Formerly, all welders' qualification tests were conducted at the Dominion-Provincial Vocational School at Nanaimo.

### Newfoundland St. John's Shops Act

In keeping with the practice in recent years, Saturday closing of shops in St. John's, Newfoundland, was declared in effect from June 9 to September 15, inclusive, by a proclamation gazetted on June 4.

### Ontario Factory, Shop and Office Building Act

The Ontario Factory, Shop and Office Building Act requires that all building plans or plans of alteration for any factory, or for a building over two storeys high or a lower building covering a specified area which is to be used as a shop, bakeshop, restaurant or office building must be sent to the Department of Labour for examination and approval. The form of the application is prescribed by regulation.

A revised application form was set out in O. Reg. 122/57, gazetted on June 8. Among other changes, the new form states that any source of ionizing radiation must be included in the list of dangerous materials used in the process or operation carried on.

The application form must set out, with respect to each employer, a description of the method of heating the building, the fire protection equipment, the ventilating system, the process or operation carried on, the type of machinery used, the maximum number of employees in the area at any time, the maximum live load in pounds per square inch for which the floor is designed, the dangerous materials in use and the maximum quantity of each stored at any time, and stored in any period of eight hours, (formerly 24 hours).

The provision requiring the reporting of any source of ionizing radiation was inserted because of the 1957 amendments to the Department of Labour Act and the Factory, Shop and Office Building Act. New provisions in the former Act provided for the making of regulations to protect employees from the harmful effects of ionizing radiation and widened the definition of "inspector" to include an inspector appointed under any other Act or regulations administered by the Department. In conformity with these changes, a contravention in a factory, shop, bakeshop, restaurant or office building of the regulations under the Department of Labour Act was made an offence under the Factory, Shop and Office Building Act and factory inspectors were

authorized to enforce regulations made under the Department of Labour Act. (L.G. May, p. 598).

Another new regulation gazetted on June 8, O. Reg. 123/57, prescribed the form of the notice which an inspector is now required to affix to any place, matter or thing in a factory, shop, bakeshop, restaurant, office or office building which he deems to be a source of danger to employees or to the public, following a directive to the owner or employer ordering him to take remedial measures. The notice declares that use of the place, matter or thing is discontinued until the inspector's order has been complied with.

### Ontario Unemployment Relief Act

New administrative regulations under the Ontario Unemployment Relief Act authorized by O. Reg. 115/57 were gazetted on June 1, raising the provincial Government's contribution to the cost of allowances under the Act from 50 to 60 per cent.

### Quebec Pressure Vessels Act

A number of amendments to the regulations under the Quebec Pressure Vessels Act, including a new section on expansion tanks, were approved on April 18 by O.C. 415 and gazetted on June 1.

One amendment provides that the standards governing the design, fabrication, installation, testing and inspection of boilers, pressure vessels, piping and fittings are to be those set out in the 1956 or current editions of the applicable ASME Codes, together with any amendments or additions approved by the Chief Inspector. When the regulations were issued in 1955, they made provision for use of 1952 editions of the Codes, some of which have since been revised.

Another change is that the approval of the Chief Inspector is now required before separate registrations of fittings meeting the requirements of the ASME and ASA Codes may be dispensed with. As formerly, a manufacturer is permitted to register his standard fittings collectively by forwarding an affidavit to the Chief Inspector.

The rules with respect to hot water tanks over 24 inches in diameter were amended to provide that all non-ferrous vessels must be built in compliance with the ASME Code. Other provisions lay down additional requirements for marine type boilers and make certain modifications with respect to required safety devices.

All expansion tanks over 24 inches in diameter or to operate at more than 30 p.s.i. must be designed and constructed in

*(Continued on page 986)*



# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims for benefit, claimants on "live" file, new beneficiaries, payments made, average weekly benefit rate all lower in May than April but higher than May 1956, statistics\* show

The number of initial and renewal claims for unemployment insurance benefit in May was some 35 per cent below the previous month's total but about 25 per cent higher than that of May 1956.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 104,326 claims were received at local offices of the Unemployment Insurance Commission across Canada in May, compared with 161,304 in April and 84,099 in May 1956.

An inventory of the "live file" on May 31 shows 250,283 claimants having an unemployment register active, of whom 184,106 were males and 66,177 were females. This represents a decline of about one-third from the total shown on April 30—373,609 (300,990 males and 72,619 females); most of the difference was due to a substantial drop in the number of male claimants. On May 31, 1956, claimants numbered 188,927, comprising 132,145 males and 56,782 females.

Adjudications on initial and renewal claims numbered 120,357, of which 70 per cent or 84,988 claims were in the category "entitled to benefit". Of the 32,194 initial claims classed "not entitled to benefit", 23,768, or almost three-quarters of them, were on behalf of claimants failing to fulfil the minimum contribution requirements. Disqualifications arising from initial, renewal and revised claims totalled 20,846 (included are a small number of disqualifications arising from claims considered under the seasonal benefit regulations), the chief reasons being: "voluntarily left employment without just cause", 6,827 cases; "not capable of and not available for work" 5,021 cases and "refused offer of work and neglected opportunity to work" 2,346 cases.

New beneficiaries during May totalled 100,871, in comparison with 155,323 for April and 78,232 for May 1956.

Benefit payments for May amounted to \$26,269,582 in compensation for 1,253,217 weeks, against \$40,392,557 and 1,911,596 weeks for April and \$19,154,627 and 1,005,401 weeks for May 1956. These payments include seasonal benefit.

During May the number of complete weeks (1,155,875) constituted 92 per cent of weeks compensated; during April, complete weeks numbered 1,803,039, constituting 95 per cent of all weeks. The proportion of partial weeks due to excess earnings was close to 75 per cent, against 70 per cent in April.

The average weekly benefit rate was \$20.96 for May, against \$21.13 for April and \$19.05 for May 1956.

The average weekly number of beneficiaries was estimated at 313,300 for May, 477,900 for April and 228,500 for May 1956.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for May show that insurance books or contribution cards were issued to 3,369,703 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1957.

At May 31 employers registered numbered 293,849, an increase of 3,017 since March 31.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

\*See Tables E-1 to E-4 at back of book.

## Enforcement Statistics

During May 1957, there were 5,091 investigations conducted by district investigators across Canada. Of these, 3,703 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 124 were miscellaneous investigations. The remaining 1,264 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 92 cases, 14 against employers and 78 against claimants.\* Punitive disqualifications as a

result of claimants making false statements or misrepresentations numbered 685.\*

## Unemployment Insurance Fund

Revenue received in May totalled \$18,460,786.19 compared with \$20,407,877.99 in April and \$19,544,469.13 in May 1956. Benefit payments in May amounted to \$26,249,196.58 compared with \$40,374,683.94 in April and \$19,135,164.15 in May 1956. The balance in the fund on May 31 was \$846,819,435.32; on April 30 there was a balance of \$854,607,845.71 and on May 31, 1956, of \$841,996,214.85.

# Decisions of the Umpire under the Unemployment Insurance Act

## Decision CUC-37, June 25, 1957

**Summary of the Facts:** The ..... carries on a business in the province of ..... as growers of flowers, plants, vegetables and allied products. The company's greenhouses are in the City of ..(A).. .., while its head office, including the accounting department, is situated in the City of ..(B).., ..

Mrs. .... was employed by the said company, as a bookkeeper in its ..(B).. office, from March 8, 1954, to February 7, 1955. Subsequently she applied for unemployment insurance benefit but was unable to show the required number of contributions as no contributions had been made by the company on her account. When requested to make the necessary contributions to the unemployment insurance fund, the company contended that, as it was engaged in horticulture which was an excepted industry under the Unemployment Insurance Act, it was not required to do so. The ..... office of the Unemployment Insurance Commission then advised the company that it was not the industry "which was exempt under the Act but rather the employment" and that therefore contributions were required on behalf of Mrs. ....

On January 26, 1956, the company, pursuant to Section 30 of the Act, made a formal application to the Unemployment Insurance Commission for a determination of the question at issue.

\*These do not necessarily relate to the investigations conducted during this period.

The chief coverage officer made application also to the Commission under Section 9 of the Unemployment Insurance Regulations for a decision on whether or not seven other employees of the company employed at its head office in clerical work were engaged in insurable employment.

A hearing was held by the Commission in Ottawa on August 30, 1956. The Commission rendered its decision on October 22, 1956, to the effect that the employment of the seven employees during the respective periods by ..... constituted insurable employment.

From this decision the company appealed to the Umpire. Its solicitors submitted a brief and requested an oral hearing, which was held in Ottawa on April 4, 1957.

**Conclusions:** I have carefully considered the observations and representations made by the counsel for the company and I fail to see any valid reasons to disagree with the decision of the Unemployment Insurance Commission.

The Act states unequivocally in Section 35 that "in determining whether any employment is or was insurable, regard shall be had to the nature of the work rather than to the business of the employer".

It is not disputed that Mrs. .... was employed and worked as a bookkeeper. It need hardly be said that bookkeeping cannot be held to be work of a horticultural nature.

(Company's representative) argued that it should be so considered because it is a necessary, integral and inevitable part of

the horticulture business. Bookkeeping is an occupation which is carried on in all businesses and therefore hardly peculiar to horticulture.

(Company's representative) also argued that the Act imposes a liability on employers which, but for the said Act, does not exist and, *qua* employers, it must be strictly interpreted so that, unless the authority seeking to impose the liability can bring the person strictly within the terms of the Act, there is no liability.

It should be recalled that under the Act, the employees pay as much as the employer, (2/5) and that in addition the people of Canada pay 1/5 of the contributions. Moreover, the only section of the Act requiring interpretation in this case is Section 35. As already indicated, its meaning is in no sense ambiguous. On the contrary, it contains a directive which can and must be interpreted literally. Since the determining factor of whether any employment is insurable or not depends on the nature of the work the case resolves itself in a question of fact.

The company's representative further submitted that, as the Unemployment Insurance Commission has omitted to make a regulation including this particular employment pursuant to Section 26 of the Act, such employment should remain excepted employment.

I fail to see the validity of this argument as the legislator in Section 30 of the Act specifically made the determination of questions such as the one at issue a *quasi* judicial process and not a legislative one.

It was finally submitted by (Company's representative) that the claimant knew that contributions were not being deducted for her by the company and stamps were not being affixed. This is irrelevant and cannot estop her from her rights to having contributions made on her behalf. The Act and Regulations clearly imposed such duty upon the employer.

For these reasons the appeal is dismissed.

This decision will apply to all employees of the company hereinbefore mentioned.

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## ILO Panel Discussion

(Continued from page 965)

W. A. Campbell, employer delegate to the Conference, said in part:

"...Speaking for the employers of Canada, we can state that, in our opinion, good industrial relations or employee-employer relations, whatever you wish to call it, cannot be created by legislation. In our experience so far, legislation, while imposing restrictions on both Management and Labour, has only done so to a limited degree, and this properly so.

"Legislation should be kept to a minimum. Employers and employees should be left the maximum freedom to work out their common problems without government intervention....In general, the imposition by legislation of more than minimum standards of social services or other forms of compensation is undesirable and should be opposed whenever it goes beyond the minimum necessary for the protection of marginal groups in the community..."

Speaking for Labour, Claude Jodoin, Canadian worker delegate, said in part:

"In Canada it is generally taken for granted that labour-management relations are first and foremost the business of Labour and Management, and that Labour and Management should, within very wide

limits, be left to settle their relations themselves. There is a general reluctance to impose settlements.

"But this does not mean that government simply stands aside and lets the two sides battle it out. The parties are expected to settle their problems within a certain framework of law and public policy. What is the essence of that law and policy? I think it is based on two principles: (a) that there is a public interest in industrial peace; and (b) that workers have the right to organize in unions of their own choice, and to bargain collectively, free of interference by government or employers....

"Government can play a positive role in labour-management relations only when its decisions are subject to the normal checks and balances which characterize a free society, namely free elections, free speech, freedom of association and enlightened public opinion.

"In the absence of these basic features of a truly democratic society, the role of government would tend to become ever more arbitrary and final, destroying the real basis for good labour-management relations, namely the system of free collective bargaining."



# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during June

### Works of Construction, Remodelling, Repair or Demolition

During June the Department of Labour prepared 224 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 164 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in June for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production (May report) .....	151	\$737,781.00
Defence Production (June report) .....	99	138,492.00
Post Office .....	18	162,812.64
R.C.M.P. ....	6	134,187.36

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during June

During June the sum of \$9,098.17 was collected from six contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 296 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during June

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Central Mortgage and Housing Corporation

*Nitro Que*: R McSween, \*repairs to stoops. *Valcartier Que*: Bouchard & Robitaille Inc, \*supply, installation & painting of antisweat insulation on cold water pipes. *Barrie-field Ont*: Vandermeer & Mast, site improvement & planting. *Belleville Ont*: Terhaar & Vanderdrift, exterior painting of units. *Cobourg Ont*: Terhaar & Vanderdrift \*painting of units. *Ottawa Ont*: Ottawa Valley Paving, \*excavating & paving at Strathcona Heights; O'Leary's (1956) Ltd, \*installation of addition to wading pool, Strathcona Heights; Artistic Painting & Decorating Contractors, \*exterior painting of projects 3 & 4. *Sarnia Ont*: Cardinal Painting & Decorating, exterior painting of units; I C B Price, \*replacement of basement floors in units. *Winnipeg Man*: Oswald Decorating Co, exterior painting of units. *Moose Jaw Sask*: A F Ware, exterior painting of housing units. *Regina Sask*: Yarmton Decorating Co, exterior painting of housing units. *Saskatoon Sask*: Rans Construction, \*concrete work. *Swift Current Sask*: A C Belbin, exterior painting of housing units. *Yorkton Sask*: Melvin Morgotsch, exterior painting of housing units. *Cold Lake Alta*: Terminal Construction Division of Henry J Kaiser Co of Canada Ltd, site improvement & planting. *Victoria B C*: Dominion Paint Co, exterior painting of houses.

### Department of Citizenship and Immigration

*Bersimis Indian Agency Que*: Plante & Freres, reroofing of Bersimis day school. *Blackfoot Indian Agency Alta*: Chas A Pogson, repairs & redecorations to Crowfoot IRS. *Lesser Slave Lake Indian Agency Alta*: J Mason & Sons Ltd, painting & decorating Wabasca IRS. *Lytton Indian Agency B C*: T Woodward Roofing & Sheet Metal Co, repairs to roof, St Georges IRS.

### Defence Construction (1951) Limited

*St John's Nfld*: United Neil & Foundry Co Ltd, conversion of furnaces from coal to oil in MQs, Kenna's Hill. *Halifax N S*: Standard Paving Maritime Ltd, grading & asphalt paving, HMC Dockyard. *Newport Corners N S*: Ralph & Arthur Parsons Ltd, architectural modifications to standby power bldg, Naval Radio Station. *Camp Gagetown N B*: Newton Construction Co Ltd, construction of respirator fitting & testing chamber. *Chatham N B*: McKay Builders Ltd, construction of water reservoir, RCAF Station. *Moncton N B*: Modern Construction Ltd, construction of barrack block, HMCS *Coverdale*. *Renous N B*: M F Schurman Co Ltd, construction of dangerous goods bldg. RCNAD. *Drummondville Que*: Benjamin Robidas Ltee, construction of extension to armouries. *St Paul l'Ermite Que*: Steel Structures & Services Ltd, supply, fabrication & erection of structural steel for phase 111 of bldg 509A; Iberville Construction Inc, construction of dwellings. *Valcartier Que*: Canadian National Railways, \*construction of additional railway siding. *Uplands Ont*: George A Crain & Sons Ltd, construction of armament bldgs & outside services, RCAF Station. *Rivers Man*: Leitch Construction Ltd, construction of stage III extension to existing stage II supply bldg, RCAF Station. *Winnipeg Man*: Commonwealth Construction Co Ltd, reconstruction of Minto Armouries;

Durall Ltd, supply & installation of automatic sprinkler system in bldg No 2; Durall Ltd, installation of convector heating in lean-to areas of hangars, RCAF Station. *Cold Lake Alta*: Poole Construction Co Ltd, construction of LF/MF beacon bldg, fencing & outside services, RCAF Station; Burns & Dutton Concrete & Construction Co Ltd, construction of unit supply bldg type "A", RCAF Station; Terminal Construction Division of Henry J Kaiser Co of Canada Ltd, construction of sports fields, grading & seeding of GCI site, RCAF Station.

### Building and Maintenance

*Woodstock N B*: John Flood & Sons Ltd, construction of boilerhouse, installation of heating system, rewiring & relighting of armouries. *Valcartier Que*: Grinnell Co of Canada Ltd, installation of automatic sprinkler system, ordnance warehouses 1 & 2. *Barriefield Ont*: Cardinal Painting & Decorating Co Ltd, exterior painting of units, RCME school. *Kingston Ont*: Kingston Roofing & Flooring Co Ltd, reroofing of armouries; Vandervoort Plumbing & Heating Ltd, alterations to boiler room, bldg 20, RMC. *London Ont*: Clairson Construction Co Ltd, installation of main to connect City of London 16" main & existing 6" main, 27 COD. *Ottawa Ont*: Shore & Horwitz Construction Co Ltd, renovations to windows & sashes, Wallis House. *Camp Petawawa Ont*: Dibblee Construction Co Ltd, resurfacing of sidewalks. *Peterborough Ont*: Ontario Building Cleaning Co Ltd, cleaning, repointing, repair & waterproofing of armouries. *Picton Ont*: H J McFarland Construction Co Ltd, rehabilitation of roads & hardstands. *Gimli Man*: Peter Leitch Construction Ltd, replacement of drill hall floor, RCAF Station; Canadian Comstock Co Ltd, conversion of steam heat to forced hot water heating in barrack blocks.

### Department of Defence Production

(May Report)

*Dartmouth N S*: Tasco Sheet Metal & Roofing Co Ltd, re-roofing of hangars 2 & 8, HMCS *Shearwater*; Tasco Sheet Metal & Roofing Co Ltd, reroofing of hangars 1 & 7, HMCS *Shearwater*; Tasco Sheet Metal & Roofing Co Ltd, reroofing of hangars 3 & 108, HMCS *Shearwater*. *Debert N S*: C F Cox Ltd, replacement of roof, No 4 hangar, RCAF Station. *Gorsebrook N S*: Rose Construction, lawn maintenance of properties, Anderson Square & Maritime Air Command HQ. *Greenwood N S*: C F Cox Ltd, replacement of roof, No 4 hangar, RCAF Station; G W Sampson, interior painting of PMQs, RCAF Station. *Halifax N S*: R P Carey Ltd, landscaping of Anderson Square & Gorsebrook Station; S W Ferguson Ltd, installation & cleaning of windows in PMQs, Windsor Park; Maritime Telegraph & Telephone Co Ltd, maintenance of communication equipment, DND (Navy), HMC Dockyard. *Camp McGivney & Fredericton N B*: Standish Bros Reg'd, spraying of areas for weed & grass control. *Lakeburn N B*: Boudreau's Sheet Metal Works, application of bonded built-up roof, No 5 Supply Depot, RCAF Station. *Saint John N B*: Stephen Construction Co, repairs to roads & parking areas in Barrack Green. *Lachine Que*: Canadian Hoosier Engineering Co Ltd, installation of transformers, bldg No 40, RCAF Station. *Montreal Que*: Chas Duranceau Ltd, repairs to road, depot & barracks areas, No 25 COD; Martellani & Brunet Co Ltd, repairs to building platforms, No 25 COD; Richard & B A Ryan Ltd, interior painting of bldgs, No 25 COD. *St Hubert Que*: Broadway Paving Co Ltd, repairs to asphalt roads & runways, RCAF Station. *St Jean Que*: King Venetian Blinds, installation of blinds, College Militaire Royal; St Johns Painting & Decorating Reg'd, interior painting of recreation centre, bldg No 33, RCAF Station. *St Sylvestre Que*: Motoculture Moderne Enr, construction of soccer field, RCAF Station. *Camp Ipperwash Ont*: Len J McCarthy, interior painting of bldgs. *Centralia Ont*: Elgin Construction Co Ltd, cleaning of sewers, PMQs, RCAF Station. *Clinton Ont*: Ellis-Don Ltd, installation of basement storage & dumbwaiter, RCAF Station; Weatherproofing Ltd, installation of glands in manholes, RCAF Station. *Hamilton Ont*: H Barnes Plumbing & Heating Ltd, installation of drainage system, HMCS *Star*. *North Bay Ont*: Harry Boudreau, removal & replacement of catch basin, No 5 hangar, RCAF Station; Harry Boudreau, application of asbestos shingling on hangar No 5, RCAF Station. *Ottawa Ont*: Beaver Woodcraft & Display Ltd, alterations to AFHQ Sergeants' Mess, Beaver Barracks. *Trenton Ont*: P H Davis, installation of powder room facilities & construction of entrance porch, etc, RCAF Station. *Winnipeg Man*: A M Tallman, repairs to roads, RCAF Station; Carlson Decorating Co, interior painting of bldg No 84, RCAF Station. *Saskatoon Sask*: Eddie Petit Landscaping, landscaping RCAF Station. *Cold Lake Alta*: J Robertshaw Refrigeration, inspection & maintenance of refrigeration equipment, GCI Site, RCAF Station. *Esquimalt B C*: Old Country Decorators Ltd, cleaning & painting of crane, HMC Dockyard. *Ladner B C*: Neil Meyer, exterior painting of PMQs, Vancouver Wireless Station.



## Department of Fisheries

*Sorel Que:* Marine Industries Ltd, \*construction of steel research vessel.

## National Harbours Board

*Montreal Que:* Marine Industries Ltd, \*dredging; Edouard Monette Ltee, construction of approach roadway, north shore end, Nun's Island Bridge. *Quebec Que:* E G M Cape & Co (1956) Ltd, reconditioning & widening of berth No 18.

## National Research Council

*Ottawa Ont:* Wm Malloff Ltd, architectural modifications & duct bank construction for firm power switchgear room, bldg M-5, Montreal Road Laboratories; Sirotek Construction Co Ltd, construction of phase II of Ship Model Testing Basin, Montreal Road Laboratories.

## Department of Public Works

*Long Pond (Manuels) Nfld:* Avalon Dredging Ltd, \*dredging. *Port aux Basques Nfld:* J P Porter Co Ltd, \*dredging. *Caribou N S:* J P Porter Co Ltd, \*dredging. *Halifax N S:* Halifax Shipyards Ltd, \*repairs & renewals to *Scow PWD No 162*. *Hunt's Point N S:* Mosher & Rawding Ltd, \*dredging. *Neil's Harbour N S:* MacDonald, MacDonald, MacDonald & MacDonald, breakwater repairs. *Petit de Grat N S:* J P Porter Co Ltd, \*dredging. *Campbellton N B:* J P Porter Co Ltd, \*dredging. *Dalhousie N B:* J P Porter Co Ltd, \*dredging. *Kouchibouguac River N B:* Denis LeBlanc, \*dredging. *Little Pokemouche Gully N B:* Comeau & Savoie Construction Ltd, construction of roadway approach to wharf. *Little Shippigan N B:* Comeau & Savoie Construction Ltd, construction of wharf approach. *North Head N B:* Diamond Construction (1955) Ltd, breakwater-wharf replacement. *Saint John N B:* J P Porter Co Ltd, \*dredging. *Cap-de-la-Madeleine Que:* Rosario Dufresne Inc, alterations & additions to post office bldg. *Forestville Que:* Lucien Tremblay Ltd, construction of federal bldg; Camille Dufour, wharf repairs. *Harrington Harbour Que:* Gaspé Construction Inc, harbour improvements. *Mistassini Que:* Joseph Lemieux, extension to protection wall. *Mont Laurier Que:* Conrad Forget Inc, addition & alterations to federal bldg. *Ste-Angele de Laval Que:* Gregoire Richard, construction of protection wall. *St Felicien Que:* Ludger Lepage & Fils Ltee, repairs to protection works, Parc Sacre-Coeur. *Bancroft Ont:* Bradford-Hoshal Assoc Ltd, construction of standard post office. *Bayfield Ont:* Dean Construction Co Ltd, \*dredging. *Brampton Ont:* Andeen Construction Ltd, construction of federal bldg. *Near Brantford Ont:* Cromar Construction Ltd, construction of Mohawk IRS, Six Nations Indian Agency. *Don Mills Ont:* Eastern Construction Co Ltd, construction of federal bldg. *Hamilton Ont:* Quigley Construction Co Ltd, harbour improvements. *Kingsville Ont:* Ontario Marine & Dredging Ltd, \*dredging. *Meaford Ont:* The McNamara Construction Co Ltd, \*dredging. *Oakville Ont:* W C Brennan Contracting Co, construction of federal bldg. *Ottawa Ont:* P E Brule Co Ltd, construction of mirror transit bldg at CEF; Doran Construction Co Ltd, construction of office bldg; Sirotek Construction Ltd, construction of addition No 3 to headerhouse at CEF; Canadian Comstock Co Ltd, installation of standby steam main & alterations to existing piping in tunnel at Tunney's Pasture; Shore & Horwitz Construction Co Ltd, construction of Finance bldg, Tunney's Pasture. *Owen Sound Ont:* The McNamara Construction Co Ltd, \*dredging. *Port Stanley Ont:* J P Porter Co Ltd, \*dredging; Russell Construction Co Ltd, harbour repairs & improvements. *South Baymouth Ont:* Ontario Marine & Dredging Ltd, \*dredging. *Toronto Ont:* Redfern Construction Co Ltd, construction of federal bldg. *Meanook Alta:* New West Construction Co Ltd, construction of fire hall, storage & implement bldg, etc, Dominion Observatory Station. *Fraser River B C:* The British Columbia Bridge & Dredging Co Ltd, \*dredging at Annieville Channel & channels opposite Searle Elevator & Pacific Coast terminals. *Gundersons' Slough B C:* Fraser River Pile Driving Co Ltd, renewal of approach & float. *Nanaimo B C:* Pacific Pile-driving Co Ltd, wharf reconstruction. *Port Alberni B C:* McLellan Contracting Co Ltd, bulkhead repairs. *Port Hardy B C:* Victoria Pile Driving Co, wharf repairs. *Stewart B C:* Skeena River Pile Driving Co, construction of boat landing. *Vancouver B C:* B C Marine Engineers & Shipbuilders Ltd, \*overhauling of *Dredge PWD No 322* & *Tug Keluck*. *North Vancouver B C:* Burrard Drydock Co Ltd, \*overhauling of *Dredge PWD No 303*. *Wyclees Lagoon B C:* L K Creelman Co Ltd, \*dredging. *Yellowknife N W T:* J B Lundstrom & Einer Broten, wharf extension.

## The St. Lawrence Seaway Authority

*Lachine Section Que:* Metropole Electric Inc, supply & installation of electrical system at St Lambert Lock; Metropole Electric Inc, supply & installation of electric substations at St Lambert, Cote Ste Catherine & Beauharnois Locks & St Louis & Valleyfield bridges. *Kingston Ont:* Kingston Shipyards, supply of steel flat scows at Beauharnois Canal.

### Department of Transport

*Margaree Island N S:* Campbell & McIsaac, construction of dwelling & oil storage shed & demolition work. *Dorval Que:* The Highway Paving Co Ltd, additional development at airport; Canamont Construction Ltd, construction of air terminal bldg at airport; J R Robillard Ltee, alterations & additions to Trans-Atlantic Terminal Bldg. *Quebec Que:* Geo T Davie & Sons Ltd, \*construction of twin screw diesel sounding vessel. *Riviere du Loup Que:* Lewis Brothers Asphalt Paving Ltd, airport development. *Saguenay Que:* Jean-Joseph Riverin Ltee, additional development at airport. *Kenora Ont:* Kummert-Shipman Electric Ltd, installation of airport lighting facilities; P G Wallin, construction of VHF omni range bldg & related work. *Lumsden Sask:* Donald K Forbes, \*construction of access roads to VOR & NDB sites. *Regina Sask:* Stafford Construction Co Ltd, construction of radio beacon bldg, omni range bldg & related work. *Carmanah Point B C:* A V Richardson Ltd, construction of dwelling & demolition work. *Pine Island B C:* Stange Construction Co Ltd, construction of dwelling & demolition work. *Port Hardy B C:* Blackham's Construction Ltd, additional development at airport. *Coral Harbour N W T:* Wirtanen Electric Co Ltd, installation of lighting facilities at airport.

Fewer new dwelling units were started or completed in the first five months of this year than last, the Dominion Bureau of Statistics reports.

Number of units in various stages of construction at the end of May was also smaller than a year earlier.

Starts declined to 27,602 units from 40,798; completions fell to 39,253 from 44,441; and the number of units under construction at May 31 dropped to 57,483 from 74,033.

In the United States, non-farm housing starts rose more than seasonally to 102,000 units in May, the Bureau of Labor Statistics, U.S. Department of Labor, has reported.

The May figure, however, was the lowest for that month since 1951. It was down 10 per cent from a year earlier.

At the close of the first five months, starts totalled 405,800 units, about 15 per cent below the comparable 1956 figure.

### Recent Regulations

(Continued from page 988)

accordance with the ASME Unfired Pressure Vessels Code with separate drawings and specifications submitted for each diameter and pressure. Those of lesser diameter, if to operate at not more than 30 p.s.i., need not be of registered design.

All expansion tanks are to be constructed of not less than number 10 U.S. gauge material which may be CSA G40 or ASTM 283C or the equivalent as a minimum requirement. Welded tanks are to be fabricated by welders qualified in accordance with the regulations.

Tanks over 30 inches in diameter must be built under shop inspection, and the hydrostatic test pressure must be one and one-half times the design pressure. Tanks 30 inches and under in diameter may be built without shop inspection, in which case the hydrostatic test pressure must be twice the design pressure. If constructed in accordance with a registered design, expansion tanks are to be stamped in the prescribed manner, with the manufacturer submitting an affidavit for every tank.

# PRICES AND THE COST OF LIVING

## Consumer Price Index, July 1957

The consumer price index (1949=100) advanced 0.2 per cent from 121.6 to 121.9 between June and July 1957, to stand 2.9 per cent above the July 1956 index of 118.5\*. The rise resulted mainly from a higher food index, with increases in both shelter and household operation also contributing.

Clothing was unchanged, continuing the long period during which this group has shown almost no movement. Other commodities and services were also unchanged, the first month since December 1955 that this group has not registered some upward movement.

The increase in the food index from 117.7 to 118.2 was largely attributable to seasonal items, as prices eased for canned vegetables, sugar, coffee and jam. Price increases for eggs, potatoes, most other fresh vegetables and fruits, and pork proved more important than the scattered price decreases.

Shelter moved from 134.8 to 135.1 on the strength of increases for both rents and home-ownership, the latter reflecting continued price increases in residential building materials and wage rates.

Higher prices for appliances, together with increases for items of furniture, household equipment and domestic help, moved the household operation index from 119.1 to 119.6.

Scattered changes in clothing left the total index at 108.4. Price increases were reported for women's hosiery but there were reductions in some items of children's wear.

Small increases for newspapers, prepaid health care and some personal care items were balanced by somewhat lower prices for new passenger cars and gasoline as the other commodities and services index was unchanged at 126.5.

Group indexes one year earlier were: food 114.4, shelter 132.7, clothing 108.6, household operation 116.7, and other commodities and services 121.1.

## City Consumer Price Indexes, June 1957

Eight of the ten regional city consumer price indexes (1949=100) were higher between May and June 1957\*. Increases ranged from 0.1 per cent in Saint John to 0.8 per cent in Saskatoon-Regina. The Halifax index was unchanged, while that for Vancouver declined 0.4 per cent.

A number of foods were higher in most cities, notably beef, pork, veal, lamb, fresh fruits and vegetables and corn flakes. Prices were generally lower for eggs, potatoes, coffee, tea, fresh tomatoes and some canned vegetables. Increases were reported in a number of the regional cities for shoe repairs, inter-urban bus fares, pharmaceuticals and some personal care items.

Regional consumer price index point changes between May and June were as follows: Saskatoon-Regina +0.9 to 118.8; Montreal +0.8 to 121.5; Ottawa +0.4 to 123.2; Winnipeg +0.4 to 119.6; Edmonton-Calgary +0.3 to 118.4; St. John's +0.2 to 109.5†; Toronto +0.2 to 125.2; Saint John +0.1 to 122.0; Vancouver -0.5 to 121.5. Halifax remained unchanged at 119.1.

## Wholesale Prices, June 1957

Canada's general wholesale price index (1935-39=100) remained unchanged at 228.0 between May and June. This is the same level as December last year, and 0.7 per cent higher than in June 1956.

Of the three component groups that moved up from May, only animal products showed a significant increase. Mainly responsible for the 1.9-per-cent upward movement of animal products were higher prices for hides and leather; fresh milk in Montreal, Vancouver and Victoria; evaporated milk; eggs in most centres; and all livestock and fresh meats, with the exception of beef and poultry.

Increased prices for steel scrap moved the iron products group slightly higher from 252.6 to 253.1. Non-metallic minerals increased fractionally from 188.8 to 188.9.

Decreases recorded in four of the five remaining groups were less than 1 per cent, with the exception of non-ferrous

\*See Table F-2 at back of book.

†On base June 1951=100.

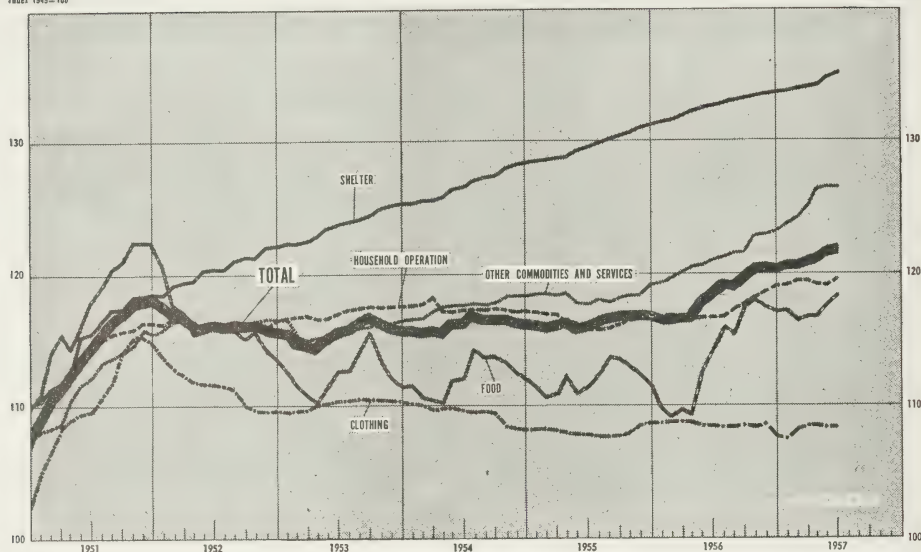
\*See Table F-1 at back of book.



# CONSUMER PRICE INDEX FROM JANUARY 1951

Index 1949=100

Index 1949=100



metals, which declined 2.3 per cent from 180.4 to 176.3. In vegetable products, prices were lower for potatoes, oranges, vegetable oils, sugar, hay and most grains; these decreases slightly outweighed higher prices for raw rubber, molasses, coffee and cocoa products, to move the index down 0.5 per cent.

Lower prices for copper sulphate, wood alcohol and paint materials contributed to the slight decrease of 0.3 per cent in chemical products, while in wood products the fractional decline of 0.1 per cent resulted from decreased prices of merchantable spruce outweighing increased prices for cedar bevel siding. Textile products remained unchanged at 237.1.

**The index of farm product prices** at terminal markets was slightly higher in June at 208.4 compared with 206.4 for May, as opposing movements were evidenced by the two major component groups. Animal products advanced 2.7 per cent from 255.3 to 262.2 while the field products index declined 1.8 per cent from 157.5 to 154.6. Regional composite indexes both showed improvement, with the eastern index rising

from 223.0 to 224.2 and the western series from 189.8 to 192.6.

**The index of residential building material prices** at 294.3 in June was almost unchanged from 294.5 in May, and the index of non-residential building materials prices (1949=100) moved down slightly from 130.2 to 129.5.

## U.S. Consumer Price Index, June 1957

The United States consumer price index (1947-49=100) rose to a new high—the tenth in a row—between mid-May and mid-June, climbing 0.5 per cent from 119.6 to 120.2. Since March 1956, the index has risen in every month but one for a total rise of 4.8 per cent over that period.

Three-quarters of the latest increase was the result of higher food costs.

## U.K. Index of Retail Prices, May 1957

The United Kingdom index of retail prices (Jan. 1956=100) increased slightly from 104.5 to 104.6 between mid-April and mid-May. At the beginning of the year the index stood at 104.4.

# STRIKES AND LOCKOUTS

## June 1957

During June 1957, there were 43 strikes in existence, 20 of which began during the month. These strikes involved a total of almost 18,400 workers and resulted in time loss of more than 220,000 man-days. The time loss for June was greater than that reported in any month this year and close to 50 per cent above the figure for May. The figure was also greatly in excess of the 78,000 days time loss reported for June 1956.

The important contributors to the increased time loss were strikes at the plant of the Aluminum Company of Canada in Arvida, at Lever Brothers Limited in Toronto, and the general work stoppage of fishermen on the coast of British Columbia. All these strikes involved large numbers of workers.

During the month, however, settlements were reported in 21 strikes involving some 4,300 workers. None of these strikes contributed greatly to the total time loss in June, but during the total time they were in effect, they accounted for some 53,800 days of time loss.

The strikes that began during the month were relatively small and involved fewer than 7,500 workers. These 20 work stoppages accounted for fewer than 43,000 man-days of the time loss during the month. The 23 strikes that were in progress prior to June and not settled during the month accounted for most of the time loss during the period.

In Table G-1 at the back of this issue, comparisons are made between the numbers of strikes and lockouts in existence during the first six months of this year and during the same months of last year. The approximate number of workers involved in these stoppages and the time loss resulting from them are also compared on a monthly basis. The number of strikes and lockouts beginning during each month is also shown.

Table G-2 deals more specifically with the stoppages in existence during June 1957. Individual stoppages are listed by

industry and by date, showing the workers involved, the time lost, the major issues involved, and the main terms of settlement where applicable.

## United Kingdom, 1956

Work stoppages in the United Kingdom caused by industrial disputes totalled 2,654 in 1956. Of these, 2,648 began in 1956 while six were begun in 1955 and continued into 1956.

Workers involved by stoppages in progress in 1956 totalled nearly 508,000. Of these, about 43,000 were indirectly involved. In the previous year nearly 671,000 workers were involved in work stoppages.

Total number of workdays lost in 1956 due to stoppages in progress was 2,083,000, compared with 3,781,000 lost in 1955.

The number of workers involved in all stoppages in progress during the year represented less than 2 per cent of the total number of employees in civil employment. Loss of time for each of the workers involved averaged about five working days during the year.

## United States, June 1957

Fewer workers and fewer man-days of idleness resulted in the United States from labour-management disputes in the first six months of 1957 than in any postwar period, according to the U.S. Department of Labor.

The number of strikes was below the first six months of any year since World War II, except 1948 and 1954. There were an estimated 2,075 strikes in the first half of 1957, which idled 744,000 persons for 7,570,000 man-days.

There was a decline in the number of strikes and strikers in June, but idleness remained at the May level, 1.85 million man-days. This was below the June 1956 figure but there were more stoppages. Some 220,000 workers were idled by 600 strikes, 400 of which began in June, and idled 140,000 workers.

# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 108

## Annual Reports

1. AMERICAN LABOR EDUCATION SERVICE. *Report for the year 1956*. New York, 1956. Pp. 10.
2. AUSTRALIA. PUBLIC SERVICE BOARD. *Thirty-Second Report on the Public Service of the Commonwealth, 1955-56*. Canberra, Government Printer, 1956. Pp. 36.
3. AUSTRALIAN STEVEDORING INDUSTRY BOARD. *Report by the Australian Stevedoring Industry Authority on the Operations of Australian Stevedoring Industry Board during the Year ended 30th June, 1956*. Sydney, 1957. Pp. 47.
4. CANADA. DEPARTMENT OF LABOUR. CANADIAN VOCATIONAL TRAINING BRANCH. *Report of the Director of Canadian Vocational Training for the Fiscal Year ending March 31, 1956*. Ottawa, Queen's Printer, 1957. Pp. 19.
5. CENTRAL MORTGAGE AND HOUSING CORPORATION. *Annual Report, 1956*. Ottawa, 1957. Pp. 48.
6. CIVIL SERVICE CLERICAL ASSOCIATION. *Fifty-Fourth Annual Report, 1956*. London, 1956. 2 Volumes.
7. INDIAN NATIONAL TRADE UNION CONGRESS. *A Brief Review of the Eighth Annual Session, May 1956*. New Delhi, 1956. Pp. 134.
8. JAPAN. MINISTRY OF LABOUR. DIVISION OF LABOR STATISTICS AND RESEARCH. *Year Book of Labor Statistics, 1955*. Tokyo, 1956? Pp. 426.
9. MANITOBA. DEPARTMENT OF LABOUR. *Annual Report for the Fiscal Year ending March 31st, 1956*. Winnipeg, 1956. Pp. 65.
10. MANITOBA. DEPARTMENT OF LABOUR. *Annual Wage and Salary Survey, 1956*. Winnipeg, 1956. Pp. 67.
11. MANITOBA PROVINCIAL FEDERATION OF LABOR. *Report of Proceedings Second Annual Convention held in . . . Winnipeg, November 3rd, 4th, 1956*. Winnipeg, 1956. Pp. 46.
12. NEW BRUNSWICK. DEPARTMENT OF HEALTH AND SOCIAL SERVICES. SOCIAL SERVICES BRANCH. *Annual Report for the Fiscal Year ended March 31st, 1956*. Fredericton, 1956. Pp. 60.
13. NEW YORK (STATE). DEPARTMENT OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Injury Rates in New York State Industries, 1955*. New York, 1956. Pp. 55.
14. NEW ZEALAND. CENSUS AND STATISTICS DEPARTMENT. *Report on the Industrial Accidents Statistics of New Zealand for the Year 1954*. Wellington, Government Printer, 1956. Pp. 64.
15. SOUTH AFRICA. DEPARTMENT OF LABOUR. *Report for the Year ended 31st December, 1954, with which are included the Reports of the Wage Board and the Workmen's Compensation Commissioner*. Pretoria, Government Printer, 1955. Pp. 79.
16. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Annual Bulletin of Transport Statistics for Europe, 1955*. Geneva, 1956. Pp. 102.
17. U.S. DEPARTMENT OF LABOUR. *Forty-Third Annual Report, 1955*. Washington, G.P.O., 1957. Pp. 96.
18. U.S. INTERSTATE COMMERCE COMMISSION, BUREAU OF TRANSPORT ECONOMICS AND STATISTICS. *Accident Bulletin No. 123. Summary and Analysis of Accidents on Steam Railways in the United States Subject to the Interstate Commerce Act, Calendar Year 1954*. Washington, G.P.O., 1955. Pp. 95.
19. U.S. NATIONAL SCIENCE FOUNDATION. *Sixth Annual Report for the Fiscal Year ended June 30, 1956*. Washington, G.P.O., 1956. Pp. 189.
20. U.S. RAILROAD RETIREMENT BOARD. *Annual Report for the Fiscal Year ended June 30, 1956*. Washington, G.P.O., 1957. Pp. 181.
21. WISCONSIN. STATE BOARD OF VOCATIONAL AND ADULT EDUCATION. VOCATIONAL REHABILITATION DIVISION. *Vocational Rehabilitation Annual Report, 1956*. Madison, 1956. Pp. 14.
22. WORKERS' EDUCATIONAL ASSOCIATION (GREAT BRITAIN). *Annual Report, Statement of Accounts, and Statistical Tables for the Period 1st June, 1955 to 31 July, 1956*. London, 1957. Pp. 90.



## Canada at Work Broadcasts

23. CAMPBELL, IAN. *Employment for the Handicapped Today*, by Ian Campbell, Noel Meilleur and A. G. Wilson. Ottawa, Dept. of Labour, 1956. Pp. 4.

24. CAMPBELL, IAN. *A Report on the Rehabilitation of the Disabled*. Ottawa, Dept. of Labour, 1956. Pp. 4.

25. CARVER, BELLE. *Visiting Homemakers*. Ottawa, Dept. of Labour, 1956. Pp. 3.

26. CHANT, DOUGLAS. *Safety is Everybody's Business*. Ottawa, Dept. of Labour, 1956. Pp. 4.

27. DUFFETT, WALTER. *Professional Manpower in Canada*. Walter Duffett interviewed by G. G. Blackburn. Ottawa, Dept. of Labour, 1956. Pp. 5.

28. MONTAGUE, J. T. *Labour Organization in Canada*. Ottawa, Dept. of Labour, 1956. Pp. 4.

29. MORRISON, G. M. *The Demand for University Graduates*, by G. M. Morrison and G. G. Blackburn. Ottawa, Dept. of Labour, 1956. Pp. 4.

## Canada's Economic Prospects

The following seven studies were prepared for the Royal Commission on Canada's Economic Prospects.

30. BARBER, CLARENCE LYLE. *The Canadian Electrical Manufacturing Industry*. Ottawa, Queen's Printer, 1956. Pp. 87.

Contents: Growth and Development of the Industry. Labour Force, Equipment and Technology. The Canadian Market for Electrical Apparatus. The Export Market for Canadian Electrical Apparatus. Prospective Developments. Summary and Conclusions.

31. CANADIAN BANK OF COMMERCE. *Industrial Concentration; a Study of Industrial Patterns in the United States, the United Kingdom and Canada*. Ottawa, Queen's Printer, 1956. Pp. 62.

The report concludes that: an anti-trust policy is necessary to protect the public interest; anti-trust policy should be flexible; and the Restrictive Trade Practices Commission should set forth standards for defining monopolistic practices.

32. MORGAN, LUCY. *The Canadian Primary Iron and Steel Industry*. Ottawa, Queen's Printer, 1956. Pp. 104.

Contents: Definition and Description of the Industry. Relative Size and Importance of the Industry. Growth of the Industry before World War II. Wartime and Postwar Growth. The Role of Imports. Costs and Productivity. Profits and Prices. Freight Costs. The Tariff. Overseas Competition. Factors affecting Steel Expansion. The Longer-Term Outlook.

33. SUN LIFE ASSURANCE COMPANY OF CANADA. *The Canadian Automotive Industry*. Ottawa, Queen's Printer, 1956. Pp. 119.

Contents: Development of the Canadian Automotive Industry. The Demand for Motor Vehicles. The Position of the Industry Today. Trends in Prices and Costs. The Outlook: 1960-1980.

34. URWICK, CURRIE LIMITED. *The Canadian Industrial Machinery Industry*. Ottawa, Queen's Printer, 1956. Pp. 31.

Partial Contents: Size and Location of Firms. Products Made. Ownership and Control. Employment and Wages. The Domestic Market. The Export Market. Factors affecting the Trading Position. Efficiency of Operations. Class of Labour employed. Capital Investment. Research and Development. Future Prospects for the Industry.

35. URWICK, CURRIE LIMITED. *The Nova Scotia Coal Industry*. Ottawa, Queen's Printer, 1957. Pp. 34.

A study of the part of the Nova Scotia coal industry controlled by the Nova Scotia Steel and Coal Company Limited and Dominion Coal Company Limited. These two companies account for over 90% of the total output of the coal industry in Nova Scotia.

36. WOODS (J. D.) AND GORDON, LIMITED, TORONTO. *The Canadian Agricultural Machinery Industry*. Ottawa, Queen's Printer, 1956. Pp. 47.

The report concludes "... We do not believe any large future expansion of the industry should be anticipated in Canada. The advantages to be gained through the use of large specialized plants, combined with the advantage in the geographical location of these plants in the United States to serve approximately 75% of the combined Canadian-United States market appears to more than offset any factors favouring extensive expansion in Canada."

## Canadian Occupational Monographs

37. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Careers in Construction*. Ottawa, Queen's Printer, 1957. Pp. 40.

38. CANADA. DEPARTMENT OF LABOUR. ECONOMIC AND RESEARCH BRANCH. *Careers in Natural Science and Engineering*. Rev. ed. Ottawa, Queen's Printer, 1953. Pp. 65.

39. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Motor Vehicle Mechanic*. Rev. ed. Ottawa, Queen's Printer, 1957. Pp. 28.

40. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Painter (Construction and Maintenance)*. Rev. ed. Ottawa, Queen's Printer, 1957. Pp. 12.

41. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Plumber, Pipe Fitter and Steam Fitter*. Rev. ed. Ottawa, Queen's Printer, 1957. Pp. 20.

42. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Printing Trades*. Rev. ed. Ottawa, Queen's Printer, 1957. Pp. 40.

### Civil Service

43. ABRAMOVITZ, MOSES. *The Growth of Public Employment in Great Britain*, by Moses Abramovitz and Vera F. Eliasberg. A Study by the National Bureau of Economic Research, New York. Princeton, Princeton University Press, 1957. Pp. 151.

Surveys major developments in growth of the British government from 1890 to 1950 in terms of the number of people employed, etc. Includes a comparison of some of the trends in the size of government in Great Britain with those in the United States.

44. U.S. CIVIL SERVICE COMMISSION. *The Government Personnel System; a Guide for Federal Executives and Supervisors*. Rev. ed. Washington, G.P.O., 1956, i.e. 1957. Pp. 26.

Partial Contents: The Personnel System in Operation: Setting up the Job; Pay; Filling a Civil Service Job; Career-conditioned Appointment; Transfer; Reassignment; Promotion; Reinstatement. The Employee on the Job: Orientation and Training; Communications; Employee Groups; Conduct and Discipline; Employee Problems and Grievances; Performance Evaluation; Incentive Awards; Leave; Firing; Reducing Staff; Group Life Insurance. Retirement. Organization for Personnel Administration: The Agency Personnel Office. The Civil Service Commission.

### Conferences

45. CONFERENCE ON PROBLEMS OF THE WHITE COLLAR WORKER, WASHINGTON, D.C., 1956. *Labor looks at the White Collar Worker. Proceedings of Conference* (held on December 13 and 14, 1956)... Washington, Industrial Union Dept. AFL-CIO, 1957. Pp. 79.

The following gave addresses to the Conference: George Meany, Walter Reuther, James B. Carey, Secretary-Treasurer, Industrial Union Dept., AFL-CIO, William F. Schnitzler, Secretary-Treasurer, AFL-CIO, and Nelson Cruikshank, Director, Dept. of Social Security, AFL-CIO. The following papers were given followed by a discussion on each: Today's White Collar Worker, by Stanley H. Ruttenberg, Director of Research, AFL-CIO; The Wilting White Collar, by Louis McKinstry of the Retail Clerks International Association; How will Automation affect the White-Collar Worker? by Allen V. Astin, Director, National Bureau of Standards; and, the Answer for the White-Collar Worker, by John W. Livingston, Director of Organization, AFL-CIO.

46. INTERNATIONAL LABOUR CONFERENCE. 39TH, GENEVA, 1956. *Record of Proceedings*. Geneva, International Labour Office, 1956. Pp. 818.

47. NATIONAL CONFERENCE OF LABOUR WOMEN. *Report of the Thirty-Third... Conference...held at London on April 10, 11 and 12, 1956*. London, The Labour Party, 1956. Pp. 56.

48. NEW ZEALAND FEDERATION OF LABOUR. *Minutes and Report of Proceedings of the Nineteenth Annual Conference held in... Wellington, May 1, 2, 3, 4, 1956*. Wellington, 1956. Pp. 95.

### Economic Conditions

49. CANADA. BUREAU OF STATISTICS. *National Accounts Income and Expenditure, 1950-1955*. Ottawa, Queen's Printer, 1956. Pp. 56.

50. EASTERBROOK, WILLIAM THOMAS. *Canadian Economic History*, by W. T. Easterbrook and Hugh G. J. Aitken. Toronto, Macmillan, 1956. Pp. 606.

The authors begin with the voyage of John Cabot from Bristol to Newfoundland in 1497 and continue to the 1950's. Among the topics dealt with are the early fur trade, railroads, money and banking in the Canadian economy, the wheat trade, labor and labor organizations and investment and trade.

51. U.S. CONGRESS. JOINT COMMITTEE ON THE ECONOMIC REPORT. *January 1957 Economic Report of the President. Hearings before the Joint Economic Committee, Congress of the United States, Eighty-fifth Congress, First Session pursuant to Sec. 5(a) of Public Law 304 (79th Congress)* Washington, G.P.O., 1957. Pp. 792.

Hearings held from January 28th to February 6th, 1957.

### Insurance

52. INSTITUTE OF LIFE INSURANCE, NEW YORK. *Summary of Information on: Group Accident and Sickness Insurance for Employees*. New York, 1956. Pp. 7.

53. INSTITUTE OF LIFE INSURANCE, NEW YORK. *Summary of Information on: Group Life Insurance for Employees*. New York, 1956. Pp. 7.

54. INSTITUTE OF LIFE INSURANCE, NEW YORK. *Summary of Information on: The Insured Pension Plan for Employees*. New York, 1956. Pp. 7.

### International Agencies

55. CANADA. DEPARTMENT OF EXTERNAL AFFAIRS. INFORMATION DIVISION. *Canada and the International Labour Organization*. Ottawa, 1956. Pp. 4.

56. CANADA. DEPARTMENT OF EXTERNAL AFFAIRS. INFORMATION DIVISION. *Canada's Contributions to United Nations*. Ottawa, 1957. Pp. 5.

57. ORGANIZATION FOR EUROPEAN ECONOMIC CO-OPERATION. *Rules of Procedure of the Organization*. September 1956. Paris, 1956. Pp. 65.

### Labouring Classes

58. CALIFORNIA. UNIVERSITY. HELLER COMMITTEE FOR RESEARCH IN SOCIAL ECONOMICS. *Quantity and Cost Budgets for Two Income Levels; Prices for the San Francisco Bay Area, September 1956. Family of a Salaried Junior Professional and Executive Worker; Family of a Wage Earner*. Issued by the Heller Committee for Research in Social Economics, University of California, Emily H. Huntington, chairman (and others). Berkeley, 1957. Pp. 88.

59. CURTIS, C. H. *Labour Arbitration Procedures; a Study of the Procedures followed in the Arbitration of Union-Management Disputes in the Manufacturing Industries of Ontario*. Kingston, Department of Industrial Relations, Queen's University, 1957. Pp. 90.

This study "... is particularly interested in finding out how the parties actually carry out arbitration, what procedures they follow, and what their common practices are."

Partial Contents: The Nature of Arbitration. The Provision for Arbitration in Collective Agreements. Procedures leading to the Appointment of the Arbitrator. The Arbitration Hearing. The Arbitrator's Award.

60. RUSSELL, REX C., Comp. *The "Revolt of the Field" in Lincolnshire; the Origins and Early History of Farm-Workers' Trade Unions*. Louth? Eng. Lincolnshire County Committee, National Union of Agricultural Workers, 1956? Pp. 168.

A history of English farm-workers' trade unions in the last quarter of the nineteenth century.

61. SCHAEFER, WILLFRIED. *The Unions and Productivity; Practical Experience and Training in Western Germany*. Paris, O.E.E.C., n.d., 1957? Pp. 38.

Points out that the West German trade unions are training their members to take an effective part on works councils and thus are helping the workers to feel that they are participating more actively in production.

### Wages and Hours

62. HARPER, FLOYD ARTHUR. *Why Wages rise*. Irvington-on-Hudson, N.Y., Foundation for Economic Education, inc., 1957. Pp. 124.

The author's thesis is that money wages in the U.S. have increased because of increased production and inflation.

63. NEW YORK (STATE). DEPARTMENT OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Wages and Hours in All-Year Hotels in New York State, January 1956*. New York, 1956. Pp. 47.

64. PRINTING INDUSTRY PARITY COMMITTEE FOR MONTREAL AND DISTRICT. *Distribution of Employees according to Wage Rates paid Period: May, 1956*. Montreal, 1956. Pp. 9.

65. PRINTING INDUSTRY PARITY COMMITTEE FOR MONTREAL AND DISTRICT. *Hourly Wages Rates paid in the Printing Industry in the Montreal area as at May 31st, 1956*. Montreal, 1956. Pp. 14.

### Women — Employment

66. EDITORIAL RESEARCH REPORTS. *Women's Place in the Economy*, by Helen B. Shaffer. Washington, 1957. Pp. 105-121.

Deals with wages and labor legislation pertaining to women workers and suggests possible future for women workers in fields where a shortage of labor exists.

67. U.S. WOMEN'S BUREAU. *Job Horizons for the College Woman*. Washington, G.P.O., 1956, i.e. 1957. Pp. 53.

Chapter 1 contains some suggestions for careers in accounting, administrative work, banking, civil service, engineering, health services, home economics, insurance, library science, mathematics and statistics, music, physical sciences, real estate, secretarial work, social work, teaching, and writing and editing. Chapter 2 outlines job-finding techniques. Chapter 3 discusses some practical considerations. Chapter 4 contains a survey of occupations of employed women.

68. ZAPOLEON, MARGUERITE (WYKOFF). *The College Girl looks ahead to Her Career Opportunities*. 1st ed. New York, Harper, 1956. Pp. 272.

Tells briefly about some occupations available to women college graduates. Includes information on openings for homemakers, educators, secretaries and other clerical workers, musicians, artists, actresses, social and religious workers and counselors, home economists, writers, editors, linguists, librarians, occupations in business, government workers, politicians, and lawyers, social scientists, natural scientists, engineers, architects and occupations in transportation and broadcasting.

### Miscellaneous

69. CANADA. BUREAU OF STATISTICS. *Awards for Graduate Study and Research, 1957*. Rev. ed. Ottawa Queen's Printer, 1957. Pp. 158.

70. CANADA. DEPARTMENT OF EXTERNAL AFFAIRS. INFORMATION DIVISION. *Canada's Post-War Financial Assistance Abroad*. Ottawa, 1956. Pp. 4.

71. CANADIAN POLITICAL SCIENCE ASSOCIATION. *The Role of Statistics in the Formulation of Policy by Business. Proceedings of a Symposium held at the 26th Annual Meeting of the Canadian Political Science Association*. Ottawa, Dominion Bureau of Statistics, 1954. Pp. 83.



72. FRASER, (SIR) IAN, ed. *Conquest of Disability; Inspiring Accounts of Courage, Fortitude, and Adaptability in conquering Grave Physical Handicaps*. New York, St. Martin's Press, 1956. Pp. 224.

Personal accounts by people who have conquered such physical handicaps as color blindness, blindness, polio, deafness, spinal injuries, amputations, etc. Contributors include General Sir Adrian Carton de Wiart, St. John Ervine, the author, and Douglas Bader, et al.

73. NIEBEL, BENJAMIN W. *Motion and Time Study; an Introduction to Methods, Time Study, and Wage Payment*. Homewood, Ill., R. D. Irwin, 1955. Pp. 433.

Discusses "the place of the methods, time study, and wage payment function in industry, describing the techniques used to conduct proved methods programs that will result in substantial savings in labor and material for any type of business. The author presents accepted and proved techniques of work measurement and outlines the many helpful controls made possible after fair time standards have been developed. The requirements and methods of installation of sound wage payment plans are discussed in detail."

74. SOLOVEYITCHIK, GEORGE. *Benelux*. Toronto, Canadian Institute of International Affairs, 1956. Pp. 24.

Brief history of the Benelux economic union between Belgium, Holland and Luxembourg.

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## Report on Training, Recruitment of Skilled Manpower Now Available

A report on a survey of the training of skilled manpower in Canada, conducted by the Department's Economics and Research Branch, has just been published. Its title is *Training and Recruitment of Skilled Tradesmen in Selected Industries in Canada 1951-1956*.

In the survey it was found that in 1956 organized trade training programs were concentrated mainly in the manufacturing group of industries. These industries contained 89 per cent of the establishments which had such programs in four industrial groups, the other three groups being mining, transportation and communication, and public utilities. Of the total number of persons being trained under these plans, manufacturing accounted for 80 per cent.

But since manufacturing accounted for 6,187 out of the 7,360 establishments in the survey, the preponderance of establishments with training programs in the manufacturing industries was due to the size of the group rather than to any special attention being given to organized training in those industries. Moreover the estab-

lishments in manufacturing which had such programs were found to be concentrated mainly in three industries; printing, publishing, and allied industries; transportation equipment; and iron and steel products.

The industry with the highest proportion of establishments running training programs was public utilities, the percentage there being 34, compared with 29 per cent in manufacturing. The percentage of manufacturing establishments carrying on organized training programs was higher in the larger than in the smaller establishments.

In 1956, 90 per cent of all establishments which had apprenticeship training in the four industry groups surveyed and 81 per cent of all apprentices in these groups were in manufacturing. However, only 25 per cent of the establishments in manufacturing had apprenticeship training. The proportion of establishments with such programs was lower in the other three industry groups.

Copies of the report may be obtained from the Queen's Printer at a price of 25 cents each.

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## Labour Day Messages

(Continued from page 931)

Canada can be proud of its workers, who are among the best in the world. And this pride should not be expressed solely in words. Those who make such an important contribution to our prosperity should be enabled to share in that prosperity.

During the labour year beginning today, I hope that we may pass through a decisive stage, in Canada, in the field of social security—health insurance in particular—economic stabilization and the struggle against unemployment. I also hope for effective recognition and protection of the

right of association and the exercise of that right, so that the workers may never again have to live through such difficult hours as they have seen in Murdochville. The Canadian and Catholic Confederation of Labour, which has been fighting for social justice for more than 30 years, will do its share in the pursuit of these objectives.

To all workers, men and women, and to their families, I wish to express, on behalf of the CCCL, most friendly greetings, deepest admiration, and my best wishes on the occasion of Labour Day.

# LABOUR STATISTICS

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## A—Labour Force

**TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED MAY 18, 1957**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,881	112	444	1,640	2,165	1,030	490
Agricultural.....	776	*	40	181	194	332	18
Non-Agricultural.....	5,105	110	395	1,459	1,971	698	472
Males.....	4,474	91	348	1,275	1,583	810	367
Agricultural.....	737	*	46	178	183	312	17
Non-Agricultural.....	3,737	90	302	1,097	1,400	498	350
Females.....	1,407	21	96	365	582	220	123
Agricultural.....	39	*	*	*	11	20	*
Non-Agricultural.....	1,368	20	93	362	571	200	122
All Ages.....	5,881	112	444	1,640	2,165	1,030	490
14-19 years.....	545	15	43	195	175	84	33
20-24 years.....	743	17	57	235	252	128	54
25-44 years.....	2,709	51	195	755	1,005	472	231
45-64 years.....	1,648	27	127	406	636	299	153
65 years and over.....	236	*	22	49	97	47	19
<i>Persons with Jobs</i>							
All status groups.....	5,687	104	413	1,569	2,112	1,015	474
Males.....	4,302	84	319	1,211	1,538	797	353
Females.....	1,385	20	94	358	574	218	121
Agricultural.....	773	*	49	180	192	332	18
Non-Agricultural.....	4,914	102	364	1,389	1,920	683	456
Paid Worker.....	4,459	89	320	1,251	1,765	625	409
Males.....	3,202	71	239	916	1,239	440	297
Females.....	1,257	18	81	335	526	185	112
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	194	*	31	71	53	15	16
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,087	151	453	1,472	1,633	905	473
Males.....	977	45	93	257	294	150	108
Females.....	4,110	106	360	1,215	1,339	725	365

\* Less than 10,000.

**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended May 18, 1957		Week Ended April 20, 1957		Week Ended May 19, 1956	
	Total	Seeking Full-Time Work (1)	Total	Seeking Full-Time Work (1)	Total	Seeking Full-Time Work (1)
Total looking for work.....	208	195	321	305	181	170
Without Jobs.....	194	183	306	292	165	156
Under 1 month.....	55	—	76	—	43	—
1— 3 months.....	68	—	108	—	59	—
4— 6 months.....	51	—	102	—	42	—
7—12 months.....	15	—	12	—	14	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	14	12	15	13	16	14
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	10	*	11	*	11	10

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

\* Less than 10,000.

**B—Labour Income****TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transport- ation Communi- cation, Storage, Trade	Finance, Services, (including Government)	Supple- mentary Labour Income	Total
1949 Average.....	49	214	47	169	147	21	647
1950 Average.....	55	231	47	180	156	24	693
1951 Average.....	72	272	52	208	178	28	810
1952 Average.....	76	303	63	233	199	32	906
1953 Average.....	73	329	70	252	217	35	976
1954 Average.....	73	323	69	261	239	35	1,000
1955 Average.....	77	342	78	278	256	37	1,068
1956 Average.....	87	379	93	307	283	41	1,190
1956—May.....	78	377	92	301	281	40	1,169
June.....	89	381	105	311	288	41	1,215
July.....	95	382	105	317	281	43	1,223
August.....	98	382	108	319	286	43	1,236
September.....	99	392	110	324	299	44	1,268
October.....	104	394	114	324	294	43	1,273
November.....	98	397	101	325	300	44	1,265
December.....	96	397	90	327	295	43	1,248
1957—January.....	87	384	76	310	298	42	1,197
February.....	85	389	74	316	299	42	1,205
March.....	77	393	73	317	302	43	1,205
April.....	73	395	82	324	300	43	1,217
May.....	86	398	95	330	311	43	1,263



## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At April 1, employers in the principal non-agricultural industries reported a total employment of 2,664,685.

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1956—Apr. 1.....	113.5	168.4	147.6	63.43	113.4	171.2	150.1	66.02
May 1.....	115.2	172.3	148.8	63.93	114.1	174.2	151.7	66.70
June 1.....	119.7	179.0	148.8	63.93	115.4	175.6	151.1	66.46
July 1.....	124.2	187.6	150.3	64.56	118.0	180.6	152.1	66.89
Aug. 1.....	125.4	189.9	150.8	64.77	117.9	179.2	151.1	66.44
Sept. 1.....	125.7	191.0	151.3	65.01	118.0	180.1	151.7	66.71
Oct. 1.....	125.9	194.5	153.8	66.07	118.6	184.4	154.6	67.97
Nov. 1.....	126.2	195.4	154.2	66.24	118.6	185.9	155.9	68.53
Dec. 1.....	125.7	194.3	153.9	66.11	118.0	185.6	156.4	68.78
1957—Jan. 1.....	121.4	180.3	148.0	63.58	114.8	171.7	148.8	65.44
Feb. 1.....	118.6	184.7	155.2	66.66	115.1	182.0	157.3	69.17
Mar. 1.....	118.1	185.8	156.8	67.36	115.0	182.3	157.6	69.29
Apr. 1.....	117.8	185.8	157.1	67.50	115.3	184.2	158.9	69.86

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Apr. 1 1957	Mar. 1 1957	Apr. 1 1956	Apr. 1 1957	Mar. 1 1957	Apr. 1 1956
<b>(a) Provinces</b>						
Newfoundland.....	107.1	115.1	117.7	61.22	60.76	55.96
Prince Edward Island.....	97.6	95.5	105.7	52.02	51.65	46.43
Nova Scotia.....	94.8	97.8	95.2	56.48	56.35	52.19
New Brunswick.....	100.4	103.3	102.0	58.99	59.03	54.97
Quebec.....	116.2	117.6	111.4	64.82	64.96	60.58
Ontario.....	121.3	120.9	116.7	69.96	69.64	66.14
Manitoba.....	106.0	106.1	102.9	62.47	62.78	59.67
Saskatchewan.....	112.2	112.6	108.3	64.10	64.68	60.01
Alberta (including Northwest Territories).....	143.9	144.2	134.4	69.38	69.79	65.33
British Columbia (including Yukon).....	118.8	115.9	113.2	73.23	72.84	68.65
<b>Canada.....</b>	<b>117.8</b>	<b>118.1</b>	<b>113.5</b>	<b>67.50</b>	<b>67.36</b>	<b>63.43</b>
<b>(b) Metropolitan Areas</b>						
St. John's.....	113.1	114.6	115.1	49.64	49.45	47.06
Sydney.....	90.5	92.4	89.7	66.87	66.79	63.02
Halifax.....	118.3	120.4	117.6	54.77	54.83	51.76
Saint John.....	109.9	112.2	109.1	55.68	52.80	51.93
Quebec.....	106.1	105.6	104.0	55.63	55.41	51.60
Sherbrooke.....	109.7	109.4	106.2	56.81	57.64	52.31
Three Rivers.....	112.8	112.0	108.8	62.78	63.00	58.06
Drummondville.....	76.0	77.2	77.0	55.74	56.80	54.18
Montreal.....	122.0	120.8	115.3	65.41	65.21	61.82
Ottawa—Hull.....	116.5	115.5	114.5	60.19	60.34	57.32
Peterborough.....	107.3	109.1	98.5	72.56	74.18	67.49
Oshawa.....	173.6	173.2	170.4	76.36	68.59	80.69
Niagara Falls.....	117.4	118.9	116.4	77.41	76.73	71.87
St. Catharines.....	124.4	124.7	123.3	77.82	77.37	75.14
Toronto.....	130.1	129.3	125.1	70.45	70.18	66.92
Hamilton.....	113.8	113.7	110.0	73.71	73.92	68.85
Brantford.....	88.4	86.2	92.8	64.38	63.60	64.03
Galt.....	114.5	113.7	107.2	60.43	60.68	57.49
Kitchener.....	113.4	113.2	107.3	63.34	63.58	60.60
Sudbury.....	139.1	138.7	132.1	82.60	82.86	77.72
London.....	119.4	118.7	115.3	63.66	63.11	60.81
Sarnia.....	137.1	130.0	128.4	84.66	79.83	77.22
Windsor.....	101.9	103.1	109.2	74.24	72.57	72.68
Sault Ste. Marie.....	132.9	129.8	119.8	83.86	84.50	77.34
Ft. William—Pt. Arthur.....	103.6	104.0	103.0	67.92	67.57	63.74
Winnipeg.....	103.4	103.0	102.3	60.04	59.70	56.96
Regina.....	111.6	112.6	110.2	60.96	61.18	57.57
Saskatoon.....	117.1	114.5	107.7	58.04	59.15	56.56
Edmonton.....	169.3	167.2	156.7	64.79	64.99	60.84
Calgary.....	153.8	153.1	143.2	64.80	64.34	61.37
Vancouver.....	118.0	116.4	111.8	71.36	70.59	66.16
Victoria.....	116.9	117.9	116.0	65.67	64.55	61.22

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Apr. 1 1957	Mar. 1 1957	Apr. 1 1956	Apr. 1 1957	Mar. 1 1957	Apr. 1 1956
<b>Mining</b> .....	<b>123.3</b>	<b>124.7</b>	<b>117.3</b>	<b>82.55</b>	<b>83.23</b>	<b>76.16</b>
Metal mining.....	130.1	131.8	120.8	85.69	85.65	78.60
Gold.....	76.4	76.2	76.7	72.02	72.40	69.75
Other metal.....	180.1	183.8	161.8	91.11	90.79	82.50
Fuels.....	110.5	113.1	109.3	80.38	82.28	74.73
Coal.....	61.8	64.3	69.1	60.07	62.67	59.11
Oil and natural gas.....	289.7	292.7	240.9	96.33	98.11	89.39
Non-metal.....	131.7	127.7	126.3	73.95	74.34	69.39
<b>Manufacturing</b> .....	<b>115.3</b>	<b>115.0</b>	<b>113.4</b>	<b>69.86</b>	<b>69.29</b>	<b>66.02</b>
Food and beverages.....	99.5	99.6	99.4	62.40	61.96	59.37
Meat products.....	116.7	117.0	118.9	71.18	70.66	69.97
Canned and preserved fruits and vegetables.....	72.2	72.8	71.8	58.34	57.95	53.16
Grain mill products.....	100.9	103.0	101.7	65.05	64.02	62.31
Bread and other bakery products.....	106.2	105.9	106.9	59.03	58.26	56.05
Biscuits and crackers.....	89.6	87.5	91.3	51.14	50.42	46.28
Distilled and malt liquors.....	98.6	98.3	102.7	78.18	77.50	73.86
Tobacco and tobacco products.....	95.4	112.3	84.9	63.13	59.12	59.76
Rubber products.....	113.0	113.3	110.8	71.66	71.63	67.16
Leather products.....	90.9	90.9	91.5	48.77	48.92	44.72
Boots and shoes (except rubber).....	95.5	95.2	94.9	46.94	46.63	42.81
Textile products (except clothing).....	86.9	87.8	88.0	55.32	55.84	51.96
Cotton yarn and broad woven goods.....	86.8	88.4	90.3	51.05	52.94	49.10
Woolen goods.....	72.7	73.6	73.3	52.74	53.13	50.11
Synthetic textiles and silk.....	86.7	87.5	88.3	62.26	61.51	57.48
Clothing (textile and fur).....	97.2	96.8	96.6	45.88	45.75	42.52
Men's clothing.....	103.7	103.1	100.9	44.88	44.80	42.56
Women's clothing.....	99.0	98.6	98.0	47.66	47.25	43.07
Knit goods.....	83.4	83.5	84.3	44.83	45.24	42.30
Wood products.....	103.0	102.6	106.2	60.01	59.64	56.61
Saw and planing mills.....	101.3	100.6	107.4	61.84	61.53	58.74
Furniture.....	111.7	112.6	109.7	58.15	57.81	54.05
Other wood products.....	94.1	92.8	94.5	54.90	54.26	50.98
Paper products.....	121.5	121.6	118.4	82.38	81.32	77.60
Pulp and paper mills.....	122.8	123.4	120.0	88.80	87.48	83.49
Other paper products.....	118.4	117.0	114.6	66.12	65.43	62.51
Printing, publishing and allied industries.....	118.3	118.1	113.6	74.88	73.70	71.13
Iron and steel products.....	116.2	115.5	110.8	78.29	78.03	73.56
Agricultural implements.....	70.4	68.1	71.1	77.04	76.48	75.53
Fabricated and structural steel.....	173.3	168.5	143.8	80.53	80.73	77.08
Hardware and tools.....	100.2	100.8	109.2	71.97	71.16	69.22
Heating and cooking appliances.....	101.5	101.4	105.2	66.38	67.02	62.10
Iron castings.....	106.4	106.3	108.4	75.89	75.94	72.99
Machinery mfg.....	128.7	128.7	116.6	75.61	75.59	71.36
Primary iron and steel.....	126.1	126.5	118.6	88.61	88.08	80.99
Sheet metal products.....	110.0	108.0	110.2	74.71	74.03	69.68
Transportation equipment.....	147.4	144.2	144.9	76.93	75.55	74.56
Aircraft and parts.....	386.7	380.7	353.8	81.15	82.51	77.25
Motor vehicles.....	136.5	128.2	147.3	81.74	75.93	82.38
Motor vehicle parts and accessories.....	117.4	118.4	127.9	76.05	73.94	76.00
Railroad and rolling stock equipment.....	94.7	93.6	88.5	71.03	71.40	67.67
Shipbuilding and repairing.....	161.6	159.2	150.4	72.40	70.87	66.21
Non-ferrous metal products.....	128.6	130.9	127.4	78.64	78.22	75.21
Aluminum products.....	135.4	136.5	134.3	75.70	74.66	69.45
Brass and copper products.....	106.6	109.2	114.0	73.49	72.67	73.02
Smelting and refining.....	152.6	155.0	146.3	84.60	84.54	81.59
Electrical apparatus and supplies.....	152.2	153.1	148.3	75.00	75.11	70.95
Non-metallic mineral products.....	123.8	122.8	127.9	72.72	71.76	69.27
Clay products.....	96.2	91.0	104.5	69.22	68.90	65.41
Glass and glass products.....	123.5	127.6	134.1	68.84	68.02	64.82
Products of petroleum and coal.....	136.1	135.1	127.4	98.49	95.15	94.82
Chemical products.....	130.2	129.3	125.1	77.89	77.59	72.95
Medicinal and pharmaceutical preparations.....	116.5	116.1	114.8	70.33	70.13	67.49
Acids, alkalis and salts.....	142.9	139.5	128.4	86.89	87.61	81.73
Miscellaneous manufacturing industries.....	113.4	111.3	106.5	59.87	59.80	56.32
<b>Construction</b> .....	<b>114.3</b>	<b>112.7</b>	<b>101.4</b>	<b>75.12</b>	<b>74.31</b>	<b>66.78</b>
Building and general engineering.....	129.1	126.1	112.7	80.81	80.14	71.21
Building.....	135.8	133.2	117.7	80.35	79.74	70.43
Engineering work.....	101.6	96.9	91.4	83.36	82.40	75.53
Highways, bridges and streets.....	90.8	91.2	83.2	62.16	61.42	57.12
<b>Service</b> .....	<b>126.5</b>	<b>125.1</b>	<b>117.8</b>	<b>45.26</b>	<b>45.24</b>	<b>42.60</b>
Hotels and restaurants.....	119.7	117.7	111.5	37.10	37.63	35.87
Laundries and dry cleaning plants.....	111.5	110.4	105.9	41.57	40.75	39.34
Other service.....	167.7	167.6	155.3	66.82	65.93	61.52
<b>Industrial composite</b> .....	<b>117.8</b>	<b>118.1</b>	<b>113.5</b>	<b>67.50</b>	<b>67.36</b>	<b>63.43</b>



Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

# TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	May 1, 1957	April 1, 1957	May 1, 1956	May 1, 1957	April 1, 1957	May 1, 1956
Newfoundland.....	47.2	43.1	39.9	162.9	156.0	139.7
Nova Scotia.....	40.8	41.8	41.2	141.8	142.4	132.3
New Brunswick.....	40.5	41.7	42.0	142.0	140.4	135.4
Quebec.....	41.4	42.3	42.6	142.9	141.7	134.6
Ontario.....	40.4	40.7	41.3	169.0	168.0	159.8
Manitoba.....	40.1	40.7	41.1	148.8	147.9	141.8
Saskatchewan.....	40.0	40.2	40.5	165.2	164.1	157.9
Alberta (1).....	39.9	40.3	40.3	166.7	164.4	155.0
British Columbia 2.....	38.7	38.8	38.3	189.5	189.2	180.1

1 Includes Northwest Territories.

2 Includes Yukon Territory.

NOTE: Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

# TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings; Prices and Price Indexes, DBS.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Week Preceding:						
April 1, 1956.....	41.1	150.5	61.86	148.3	116.6	127.2
May 1, 1956.....	41.4	151.1	62.56	150.0	116.6	128.6
June 1, 1956.....	40.9	151.9	62.13	149.0	117.8	126.5
July 1, 1956.....	41.2	152.7	62.91	150.8	118.5	127.3
August 1, 1956.....	40.8	152.4	62.18	149.1	119.1	125.2
September 1, 1956.....	41.1	152.1	62.51	149.9	119.0	126.0
October 1, 1956.....	41.5	153.3	63.62	152.5	119.8	127.3
November 1, 1956.....	41.6	154.7	64.36	154.3	120.3	128.3
December 1, 1956.....	41.5	155.5	64.53	154.7	120.4	128.5
January 1, 1957.....	41.2*	158.0	65.10*	156.1	120.3	129.8
February 1, 1957.....	40.9	157.5	64.42	154.4	120.5	128.1
March 1, 1957.....	40.9	157.6	64.46	154.5	120.5	128.2
April 1, 1957(1).....	41.1	158.7	65.23	156.4	120.9	129.4

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949=100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1957 are 37.9 and \$59.88.

(1) Latest figures subject to revision.

**TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics  
(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	May 1 1957	Apr. 1 1957	May 1 1956	May 1 1957	Apr. 1 1957	May 1 1956	May 1 1957	Apr. 1 1957	May 1 1956
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	41.7	42.3	42.7	186.2	184.3	169.0	77.65	77.96	72.16
Metal mining.....	42.4	43.1	43.6	194.0	192.0	175.7	82.26	82.75	76.61
Gold.....	42.8	42.6	45.1	159.5	159.2	146.2	68.27	67.82	65.94
Other metal.....	42.3	43.3	43.0	208.7	205.7	189.7	88.28	89.07	81.57
Fuels.....	39.2	40.4	40.0	175.8	173.1	157.5	68.91	69.93	63.00
Coal.....	38.6	39.9	40.6	162.5	151.1	147.5	62.73	57.27	59.89
Oil and natural gas.....	40.6	44.8	38.5	205.6	205.8	185.0	83.47	92.20	71.23
Non-metal.....	42.6	42.2	43.1	167.9	168.0	158.8	71.53	70.90	68.44
Manufacturing.....	40.6	41.1	41.4	159.9	158.7	151.1	61.92	56.59	62.56
Food and beverages.....	40.4	40.8	40.9	140.2	138.7	131.4	56.64	55.59	53.74
Meat products.....	39.8	40.1	40.8	164.9	164.9	155.5	65.63	66.12	63.44
Canned and preserved fruits and vegetables.....	38.3	39.6	39.8	126.3	126.8	117.3	48.37	50.21	46.69
Grain mill products.....	41.2	41.2	41.7	147.7	146.1	142.1	60.85	60.19	59.26
Bread and other bakery products.....	42.5	42.6	43.8	127.2	125.0	116.1	54.06	53.25	50.85
Distilled and malt liquors.....	39.6	40.1	40.7	180.8	180.0	169.5	71.60	72.18	68.99
Tobacco and tobacco products.....	40.3	39.8	42.5	155.2	145.7	149.9	62.55	57.99	63.71
Rubber products.....	41.6	41.0	41.8	167.6	165.3	157.0	69.72	67.77	65.67
Leather Products.....	39.8	41.4	39.9	110.3	109.2	103.7	43.90	45.21	41.38
Boots and shoes (except rubber).....	39.2	41.4	39.3	106.9	105.6	99.8	41.90	43.72	39.22
Textile products (except clothing).....	41.4	41.8	42.5	120.1	120.0	113.7	49.72	50.16	48.22
Cotton yarn and broad woven goods.....	39.3	38.9	41.5	120.2	120.4	113.6	47.24	46.81	47.14
Woolen goods.....	42.3	42.9	43.0	112.0	111.9	106.6	47.38	48.01	45.84
Synthetic textiles and silk.....	43.8	44.9	44.1	126.8	126.5	121.1	55.54	56.80	53.41
Clothing (textile and fur).....	37.6	39.5	39.1	104.3	104.6	99.6	39.22	41.32	38.94
Men's clothing.....	36.8	38.8	39.0	104.9	105.6	99.7	38.60	40.97	38.88
Women's clothing.....	37.0	38.6	37.6	110.7	110.9	103.5	40.96	42.81	38.92
Knit goods.....	39.2	40.8	40.6	100.4	100.1	98.2	39.36	40.84	39.87
*Wood products.....	40.8	41.6	41.5	139.1	138.2	132.5	56.75	57.49	54.99
Saw and planing mills.....	39.9	40.6	40.2	148.9	148.2	142.3	59.41	60.17	57.20
Furniture.....	42.1	43.0	43.2	127.7	126.7	121.3	53.76	54.48	52.40
Other wood products.....	42.0	43.2	44.1	119.1	118.9	111.6	50.02	51.36	49.92
Paper products.....	41.9	42.2	42.4	183.8	184.6	171.9	77.01	77.90	72.89
Pulp and paper mills.....	42.2	42.5	42.6	197.1	198.4	183.8	83.18	81.32	78.30
Other paper products.....	41.1	41.3	42.6	143.7	143.6	136.2	59.06	59.31	57.20
Printing, publishing and allied industries.....	39.8	40.1	40.3	190.5	189.0	180.1	75.82	75.79	72.58
*Iron and steel products.....	41.3	41.6	42.1	182.5	181.2	171.0	75.37	75.38	71.99
Agricultural implements.....	39.2	41.2	40.8	178.7	180.8	175.3	70.05	74.99	71.52
Fabricated and structural steel.....	41.6	41.8	41.7	178.3	179.3	173.9	74.17	74.95	72.52
Hardware and tools.....	41.3	41.7	42.8	162.4	161.9	158.8	67.07	67.51	67.97
Heating and cooking appliances.....	39.8	40.7	42.2	153.9	153.3	144.5	61.25	62.39	60.98
Iron castings.....	41.6	41.6	43.2	176.7	177.2	166.8	73.51	73.72	72.06
Machinery manufacturing.....	42.1	42.7	43.5	169.5	169.4	163.4	71.36	72.33	71.08
Primary iron and steel.....	41.9	41.1	41.1	213.6	209.1	190.3	89.50	85.94	78.21
Sheet metal products.....	40.0	41.0	41.3	174.5	173.0	163.2	69.80	70.93	67.40
*Transportation equipment.....	40.5	40.5	41.6	180.7	180.1	172.6	73.18	72.94	71.80
Aircraft and parts.....	40.8	41.3	41.0	181.3	182.2	175.7	73.97	75.25	72.04
Motor vehicles.....	40.1	39.7	42.3	197.1	193.1	185.1	79.04	76.60	78.30
Motor vehicle parts and accessories.....	40.0	40.0	41.7	181.7	180.5	175.9	72.68	72.20	73.35
Railroad and rolling stock equipment.....	39.5	39.7	41.1	173.3	175.2	164.1	68.45	69.55	67.45
Shipbuilding and repairing.....	42.2	41.9	41.8	172.6	171.1	162.8	72.81	71.69	68.05
*Non-ferrous metal products.....	40.8	40.9	41.1	180.3	178.8	170.4	73.56	73.13	70.03
Aluminum products.....	40.0	41.3	40.6	156.2	157.0	145.6	62.48	64.84	59.11
Brass and copper products.....	41.0	41.1	42.5	167.0	166.5	158.9	68.47	68.43	67.53
Smelting and refining.....	40.9	40.7	40.8	195.9	194.1	186.1	80.12	79.00	75.93
*Electrical apparatus and supplies.....	39.9	40.8	41.1	165.6	165.5	159.4	66.07	67.52	65.51
Heavy electrical machinery and equipment.....	40.1	41.1	41.8	182.5	183.1	172.4	73.18	75.25	72.06
Radios and radio parts.....	39.4	39.9	38.4	145.8	145.8	142.9	57.45	58.17	54.87
Batteries.....	39.4	40.4	40.4	161.9	163.5	155.1	63.79	66.05	62.20
Refrigerators, vacuum cleaners and appliances.....	39.9	40.7	41.6	169.5	168.0	163.2	67.63	68.38	67.89
Miscellaneous electrical products.....	39.9	40.7	41.6	153.8	152.7	150.7	61.37	62.15	62.69
Wire and cable.....	40.5	41.5	42.1	179.0	179.8	175.9	72.50	74.62	74.05
*Non-metallic mineral products.....	42.5	43.0	43.4	158.9	160.0	152.2	67.53	68.80	66.05
Clay products.....	42.5	42.6	43.6	150.5	151.5	140.9	61.11	64.54	61.43
Glass and glass products.....	41.9	42.5	43.2	152.3	153.5	152.1	63.81	65.24	65.71
Products of petroleum and coal.....	42.5	41.6	41.5	220.4	215.5	206.8	93.67	89.65	85.82
Chemical products.....	41.1	41.1	41.3	168.8	167.4	157.5	69.38	68.80	65.05
Medicinal and pharmaceutical preparations.....	40.7	40.7	41.3	131.4	131.4	130.1	53.48	53.48	53.73
Acids, alkalis and salts.....	42.2	41.6	41.7	193.1	190.4	179.3	81.49	79.21	74.77
Miscellaneous manufacturing industries.....	40.9	41.6	41.5	220.0	228.4	222.5	52.76	53.41	50.84
*Durable goods.....	40.9	41.2	41.7	172.0	171.2	162.9	70.35	70.53	67.93
Non-durable goods.....	40.4	41.0	41.1	146.4	144.9	137.5	59.15	59.41	56.51
Construction.....	40.1	42.1	40.5	177.7	178.4	164.1	71.26	75.11	66.46
Building and general engineering.....	40.4	42.4	40.6	188.9	189.0	175.4	76.32	80.14	71.21
Highways, bridges and streets.....	39.2	41.0	40.2	146.8	147.1	134.7	57.55	60.31	51.15
Electric and motor transportation.....	44.2	44.8	44.5	158.6	156.8	149.3	70.10	70.25	66.44
Service.....	40.3	40.1	40.6	94.5	93.5	88.9	38.08	37.49	36.09
Hotels and restaurants.....	40.3	40.3	40.6	94.0	93.2	88.9	37.88	37.56	36.07
Laundries and dry cleaning plants.....	41.0	40.4	41.4	90.7	88.9	84.9	37.19	35.92	35.15

\* Durable manufactured goods industries.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT**

(Source: Form U.I.C. 757)

Period	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
July 1, 1951.....	45,183	16,775	61,958	86,997	52,773	139,770
July 1, 1952.....	22,772	17,679	40,451	134,394	61,866	196,260
July 1, 1953.....	21,229	20,088	41,317	124,396	55,918	180,314
July 1, 1954.....	13,251	14,417	27,668	201,931	81,112	283,043
July 1, 1955.....	18,741	17,392	36,133	152,711	77,865	230,576
July 1, 1956.....	40,016	22,292	62,308	116,849	72,618	189,467
August 1, 1956.....	38,195	19,636	57,831	105,417	69,272	174,689
September 1, 1956.....	39,324	22,039	61,363	101,718	60,377	162,095
October 1, 1956.....	40,726	21,827	62,553	97,699	59,502	157,201
November 1, 1956.....	31,997	17,154	49,151	108,703	65,017	173,720
December 1, 1956.....	27,634	16,442	44,076	171,326	74,709	246,035
January 1, 1957.....	19,784	13,440	33,224	343,956	92,207	436,163
February 1, 1957.....	18,117	12,376	30,493	447,210	112,994	560,204
March 1, 1957.....	14,218	12,694	26,912	474,661	113,489	588,150
April 1, 1957.....	19,523	14,760	34,283	479,539	111,129	590,668
May 1, 1957.....	28,999	18,200	47,199	378,062	96,250	474,312
June 1, 1957 <sup>(1)</sup> .....	28,041	19,163	47,204	226,022	80,973	306,995
July 1, 1957 <sup>(1)</sup> .....	21,843	17,643	39,486	179,521	85,981	265,502

\*Current vacancies only. Deferred vacancies are excluded.

<sup>(1)</sup> Latest figures subject to revision.



**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT MAY 31, 1957 (1)**

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				April 30 1957	May 31 1956
<b>Agriculture, Fishing, Trapping</b> .....	<b>1,618</b>	<b>314</b>	<b>1,932</b>	— 736	—1,721
<b>Forestry</b> .....	<b>4,785</b>	<b>15</b>	<b>4,800</b>	+ 581	— 4,381
<b>Mining, Quarrying and Oil Wells</b> .....	<b>1,935</b>	<b>57</b>	<b>1,992</b>	— 4	+ 549
Metal Mining.....	851	20	871	— 20	+ 128
Fuels.....	790	28	818	— 101	+ 427
Non-Metal Mining.....	156	—	156	+ 89	+ 10
Quarrying, Clay and Sand Pits.....	12	—	12	+ 2	— 11
Prospecting.....	126	9	135	+ 26	— 5
<b>Manufacturing</b> .....	<b>6,459</b>	<b>2,923</b>	<b>9,382</b>	+ 414	— 2,887
Foods and Beverages.....	600	316	916	+ 194	— 226
Tobacco and Tobacco Products.....	1	23	24	0	+ 3
Rubber Products.....	27	10	37	— 4	— 66
Leather Products.....	105	190	295	+ 32	— 23
Textile Products (except clothing).....	183	275	458	+ 101	+ 47
Clothing (textile and fur).....	183	1,202	1,385	— 25	— 210
Wood Products.....	666	85	751	— 323	— 346
Paper Products.....	360	73	433	+ 113	— 104
Printing, Publishing and Allied Industries.....	235	123	358	+ 29	— 61
Iron and Steel Products.....	1,023	134	1,157	+ 187	— 752
Transportation Equipment.....	1,086	92	1,178	— 25	— 692
Non-Ferrous Metal Products.....	481	45	526	— 93	— 88
Electrical Apparatus and Supplies.....	557	108	665	+ 135	— 226
Non-Metallic Mineral Products.....	143	29	172	— 21	— 102
Products of Petroleum and Coal.....	148	26	174	+ 17	+ 80
Chemical Products.....	550	123	673	+ 146	+ 19
Miscellaneous Manufacturing Industries.....	111	69	180	— 49	— 140
<b>Construction</b> .....	<b>5,061</b>	<b>117</b>	<b>5,178</b>	+ 436	— 527
General Contractors.....	4,399	69	4,468	+ 520	+ 43
Special Trade Contractors.....	662	48	710	— 84	— 570
<b>Transportation, Storage and Communication</b> .....	<b>2,432</b>	<b>494</b>	<b>2,926</b>	+ 725	— 816
Transportation.....	1,779	269	2,048	+ 308	— 972
Storage.....	89	24	113	— 13	— 24
Communication.....	564	201	765	+ 430	+ 180
<b>Public Utility Operation</b> .....	<b>438</b>	<b>71</b>	<b>509</b>	+ 7	+ 34
<b>Trade</b> .....	<b>3,101</b>	<b>2,636</b>	<b>5,787</b>	+ 119	— 1,853
Wholesale.....	1,085	638	1,723	+ 144	— 651
Retail.....	2,016	2,048	4,064	— 25	— 1,202
<b>Finance, Insurance and Real Estate</b> .....	<b>859</b>	<b>956</b>	<b>1,815</b>	+ 154	— 607
<b>Service</b> .....	<b>6,640</b>	<b>11,970</b>	<b>18,610</b>	+2,043	— 3,560
Community of Public Service.....	745	2,031	2,776	+ 103	+ 144
Government Service.....	3,235	670	3,905	+ 359	— 2,116
Recreation Service.....	177	183	360	+ 75	— 44
Business Service.....	1,018	454	1,472	+ 267	— 154
Personal Service.....	1,465	8,632	10,097	+1,239	— 1,390
<b>Grand Total</b> .....	<b>33,328</b>	<b>19,603</b>	<b>*52,931</b>	<b>+3,739</b>	<b>—15,769</b>

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

\* 2571 vacancies, male and female, shown as current in Form U.I.C. 751 were actually deferred at May 31, 1957.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT MAY 30, 1957 (1)**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies (2)			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers. . .	5,315	1,453	6,768	5,962	1,644	7,606
Clerical Workers.....	1,736	4,305	6,041	10,265	22,352	32,617
Sales workers.....	1,267	1,337	2,604	4,247	9,580	13,827
Personal and domestic service workers..	1,771	9,169	10,940	20,972	13,731	34,703
Seamen.....	13	—	13	1,090	2	1,092
Agriculture and fishing.....	1,521	113	1,634	1,792	212	2,004
Skilled and semiskilled workers.....	11,469	1,897	13,366	110,187	17,265	127,452
Food and kindred products (incl. tobacco).....	73	19	92	952	597	1,549
Textiles, clothing, etc.....	114	1,340	1,454	3,227	10,719	13,946
Lumber and lumber products.....	4,393	7	4,400	19,613	150	19,763
Pulp, paper (incl. printing).....	90	21	111	761	329	1,090
Leather and leather products.....	49	79	128	990	1,020	2,010
Stone, clay and glass products.....	13	1	14	325	65	390
Metalworking.....	1,097	11	1,108	10,030	999	11,029
Electrical.....	178	30	208	1,708	1,038	2,746
Transportation equipment.....	40	.....	40	808	58	866
Mining.....	270	.....	270	1,288	.....	1,288
Construction.....	1,401	1	1,402	27,706	2	27,708
Transportation (except seamen).....	1,240	20	1,260	20,364	88	20,452
Communications and public utility..	66	2	68	493	2	495
Trade and service.....	275	326	601	2,672	1,175	3,847
Other skilled and semiskilled.....	1,808	39	1,847	13,564	780	14,344
Foremen.....	217	1	218	2,470	235	2,705
Apprentices.....	145	.....	145	3,216	8	3,224
Unskilled workers.....	4,949	889	5,838	71,507	16,187	87,694
Food and tobacco.....	132	154	286	2,298	3,913	6,211
Lumber and lumber products.....	446	16	462	11,213	275	11,488
Metalworking.....	361	34	395	3,534	496	4,030
Construction.....	2,566	.....	2,566	33,849	.....	33,849
Other unskilled workers.....	1,444	685	2,129	20,613	11,503	32,116
<b>Grand Total.....</b>	<b>28,041</b>	<b>19,163</b>	<b>47,204</b>	<b>226,022</b>	<b>80,973</b>	<b>306,995</b>

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MAY 30, 1957

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(?)			Live Applications		
	(1) May 30, 1957	Previous Month May 2, 1957	Previous Year May 31, 1956	(1) May 30, 1957	Previous Month May 2, 1957	Previous Year May 31, 1956
<b>Newfoundland.....</b>	<b>219</b>	<b>245</b>	<b>482</b>	<b>12,907</b>	<b>23,402</b>	<b>10,828</b>
Corner Brook.....	12	10	58	3,069	5,606	3,263
Grand Falls.....	21	16	.....	1,814	2,886	1,387
St. John's.....	186	219	424	8,024	14,910	6,178
<b>Prince Edward Island.....</b>	<b>193</b>	<b>205</b>	<b>256</b>	<b>1,653</b>	<b>3,773</b>	<b>1,168</b>
Charlottetown.....	121	117	182	1,015	2,274	671
Summerside.....	72	88	74	638	1,499	497
<b>Nova Scotia.....</b>	<b>1,488</b>	<b>1,534</b>	<b>1,726</b>	<b>12,853</b>	<b>22,024</b>	<b>10,588</b>
Amherst.....	44	24	30	683	1,139	428
Bridgewater.....	71	21	35	501	1,204	454
Halifax.....	1,055	1,238	1,023	3,117	4,459	2,533
Inverness.....	3	.....	.....	445	1,076	650
Kentville.....	51	52	328	1,701	2,559	1,166
Liverpool.....	17	11	39	272	552	164
New Glasgow.....	95	110	118	1,391	2,610	1,029
Springhill.....	1	.....	7	610	1,045	297
Sydney.....	75	20	37	2,348	3,625	2,465
Truro.....	36	37	75	781	1,671	738
Yarmouth.....	40	21	34	1,004	2,084	664
<b>New Brunswick.....</b>	<b>1,349</b>	<b>1,197</b>	<b>1,796</b>	<b>16,267</b>	<b>30,152</b>	<b>12,759</b>
Bathurst.....	9	14	11	1,664	4,897	1,338
Campbellton.....	83	37	49	1,933	3,206	1,393
Edmundston.....	167	21	71	1,276	2,923	881
Fredericton.....	146	182	338	1,145	1,794	673
Minto.....	99	88	120	426	771	303
Moncton.....	473	612	610	3,100	5,759	2,638
Newcastle.....	10	7	10	1,684	3,625	1,185
Saint John.....	220	185	311	2,934	3,025	2,816
St. Stephen.....	41	11	46	963	1,711	656
Sussex.....	73	5	117	320	589	275
Woodstock.....	28	35	113	822	1,852	571
<b>Quebec.....</b>	<b>11,589</b>	<b>13,232</b>	<b>18,390</b>	<b>99,740</b>	<b>164,612</b>	<b>84,611</b>
Asbestos.....	43	19	73	413	729	304
Beauharnois.....	31	31	76	585	841	400
Buckingham.....	23	12	14	736	1,467	550
Causapsal.....	91	347	304	2,127	4,039	1,613
Chandler.....	2	1	4	721	2,232	793
Chicoutimi.....	1,218	1,324	603	1,179	2,104	843
Dolbeau.....	55	358	132	1,126	2,460	971
Drummondville.....	74	75	44	1,130	1,549	988
Farnham.....	35	35	57	601	904	650
Forestville.....	538	436	1,553	984	2,260	984
Gaspé.....	2	3	14	880	2,105	790
Granby.....	80	70	56	930	1,915	817
Hull.....	85	371	174	1,825	3,479	1,372
Joliette.....	153	142	145	1,701	3,496	1,538
Jonquière.....	36	302	130	1,648	2,070	1,169
Lachute.....	22	26	53	351	701	270
La Malbaie.....	7	.....	110	940	2,082	829
La Tuque.....	827	665	593	390	967	320
Lévis.....	214	205	195	2,457	4,513	1,800
Louiseville.....	62	64	65	630	1,548	477
Magog.....	3	5	51	475	729	478
Maniwaki.....	57	72	20	846	1,817	265
Matane.....	6	.....	418	2,068	4,053	1,352
Mégantic.....	27	9	88	724	1,520	513
Mont-Laurier.....	15	12	29	863	1,784	659
Montmagny.....	22	33	55	1,500	2,767	783
Montreal.....	4,359	4,965	6,972	30,359	38,300	28,071
New Richmond.....	7	5	43	963	2,204	849
Port Alfred.....	52	18	41	574	1,218	398
Quebec.....	791	830	927	8,259	13,816	7,090
Rimouski.....	112	576	201	2,589	5,026	1,810
Rivière du Loup.....	78	261	62	2,761	4,626	2,200
Roberval.....	172	13	34	912	1,938	703
Rouyn.....	169	105	375	2,916	4,031	2,509
Ste. Agathe.....	36	24	136	419	1,210	314
Ste. Anne de Bellevue.....	107	103	124	386	665	496
Ste. Thérèse.....	78	96	97	782	1,464	531
St. Georges Est.....	386	70	1,528	1,949	4,179	2,239
St. Hyacinthe.....	44	42	389	1,291	1,823	979
St. Jean.....	114	101	89	858	1,238	872
St. Jérôme.....	51	48	72	842	1,406	671
Sept Îles.....	157	332	106	1,031	1,842	1,110
Shawinigan Falls.....	41	54	106	2,775	4,712	1,970
Sherbrooke.....	175	192	265	2,860	4,190	2,164



TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MAY 30, 1957

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	(1) May 30, 1957	Previous Month May 2, 1957	Previous Year May 31, 1956	(1) May 30, 1957	Previous Month May 2, 1957	Previous Year May 31, 1956
<b>Quebec—Con.</b>						
Sorel.....	91	111	115	817	1,453	1,012
Thetford Mines.....	95	78	76	984	2,074	1,149
Trois-Rivières.....	299	301	594	2,277	3,898	1,861
Val d'Or.....	192	24	642	1,891	2,727	1,426
Valleyfield.....	77	58	123	1,014	1,581	851
Victoriaville.....	54	56	145	1,098	2,243	757
Ville d'Alma.....	124	144	59	1,300	2,627	1,018
<b>Ontario</b>	<b>14,972</b>	<b>13,934</b>	<b>23,443</b>	<b>97,079</b>	<b>129,116</b>	<b>60,642</b>
Arnprior.....	37	49	85	169	251	103
Barrie.....	104	109	176	592	953	628
Belleville.....	21	37	37	854	1,394	628
Bracebridge.....	735	228	572	547	995	288
Brampton.....	54	33	118	439	575	289
Brantford.....	78	93	178	1,926	2,145	1,393
Brockville.....	14	19	55	186	275	137
Carleton Place.....	7	3	3	112	174	89
Chatham.....	166	105	293	1,331	2,248	1,184
Cobourg.....	8	8	11	447	629	336
Collingwood.....	42	.....	44	238	438	253
Cornwall.....	191	336	211	1,872	2,672	1,212
Fort Erie.....	58	51	95	206	272	320
Fort Frances.....	36	35	14	265	434	179
Fort William.....	598	561	513	679	1,384	730
Galt.....	204	227	729	729	767	227
Gananoque.....	10	9	18	123	158	98
Goderich.....	73	40	38	288	394	171
Guelph.....	124	136	191	956	1,154	674
Hamilton.....	806	1,040	1,234	7,368	9,113	4,199
Hawkesbury.....	25	26	32	412	948	185
Ingersoll.....	63	63	85	376	624	180
Kapuskasing.....	61	63	310	587	1,372	715
Kenora.....	632	151	174	312	501	174
Kingston.....	155	160	178	1,069	1,387	792
Kirkland Lake.....	135	133	305	545	1,040	645
Kitchener.....	154	99	173	1,581	1,983	840
Leamington.....	51	66	80	877	994	393
Lindsay.....	38	39	78	338	458	262
Listowel.....	26	35	57	174	301	95
London.....	577	635	998	3,396	4,050	1,789
Midland.....	76	38	34	228	542	178
Napanee.....	6	11	17	282	510	144
Newmarket.....	62	44	.....	511	826	.....
New Toronto.....	139	159	403	1,828	2,095	1,217
Niagara Falls.....	86	116	154	905	1,347	614
North Bay.....	26	38	66	1,029	1,372	453
Oakville.....	113	106	339	336	389	230
Orillia.....	22	38	80	369	573	275
Oshawa.....	93	134	220	2,408	2,871	1,434
Ottawa.....	1,913	1,804	4,231	3,412	4,134	2,422
Owen Sound.....	46	59	77	752	1,245	540
Parry Sound.....	13	2	21	197	249	79
Pembroke.....	262	237	380	979	1,718	742
Perth.....	49	48	40	202	441	188
Peterborough.....	175	89	241	1,733	2,622	1,354
Pictou.....	62	17	14	209	268	166
Port Arthur.....	748	400	654	1,471	3,311	1,168
Port Colborne.....	22	23	29	350	498	226
Prescott.....	41	41	41	402	522	412
Renfrew.....	20	17	30	248	442	188
St. Catharines.....	157	123	267	2,396	2,644	1,286
St. Thomas.....	120	110	183	699	950	410
Sarnia.....	172	91	133	1,646	1,985	698
Sault Ste. Marie.....	648	649	669	1,242	1,383	694
Simcoe.....	83	40	79	614	967	387
Sioux Lookout.....	22	19	42	107	253	121
Smiths Falls.....	10	17	13	192	263	184
Stratford.....	25	46	90	478	689	253
Sturgeon Falls.....	3	8	3	514	1,018	347
Sudbury.....	503	509	777	1,981	3,197	1,394
Timmins.....	93	119	689	1,125	2,093	874
Toronto.....	3,285	3,598	5,654	27,371	34,430	16,104
Trenton.....	57	67	87	435	642	365
Walkerton.....	45	40	44	256	370	216
Wallaceburg.....	6	5	16	282	677	217
Welland.....	76	90	102	846	1,169	552
Weston.....	183	182	564	1,596	1,734	921
Windsor.....	209	185	384	7,830	7,649	4,160
Woodstock.....	18	26	67	724	945	231

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MAY 30, 1957

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	(1)	Previous Month	Previous Year	(1)	Previous Month	Previous Year
	May 30, 1957	May 2, 1957	May 31, 1956	May 30, 1957	May 2, 1957	May 31, 1956
<b>Manitoba</b> .....	<b>3,900</b>	<b>3,788</b>	<b>3,867</b>	<b>11,953</b>	<b>18,990</b>	<b>11,361</b>
Brandon.....	642	670	316	767	1,726	708
Dauphin.....	68	61	57	512	997	398
Flin Flon.....	95	119	102	163	157	84
Portage la Prairie.....	118	205	74	470	887	354
The Pass.....	19	59	7	107	116	70
Winnipeg.....	2,958	2,674	3,311	9,934	15,107	9,747
<b>Saskatchewan</b> .....	<b>2,659</b>	<b>3,808</b>	<b>3,760</b>	<b>6,656</b>	<b>12,078</b>	<b>6,214</b>
Estevan.....	142	199	172	127	506	93
Moose Jaw.....	306	446	433	425	878	502
North Battleford.....	55	90	135	473	844	510
Prince Albert.....	143	164	278	882	2,078	1,005
Regina.....	1,222	1,856	1,261	1,366	2,625	1,396
Saskatoon.....	366	508	980	2,238	2,340	1,521
Swift Current.....	126	214	169	185	501	199
Weyburn.....	85	93	56	70	243	100
Yorkton.....	214	238	276	890	2,063	888
<b>Alberta</b> .....	<b>5,976</b>	<b>5,983</b>	<b>6,368</b>	<b>13,873</b>	<b>23,127</b>	<b>9,360</b>
Blairmore.....	13	5	21	414	492	268
Calgary.....	2,405	2,821	2,040	3,654	6,588	2,603
Drumheller.....	18	9	23	339	483	275
Edmonton.....	2,518	1,606	2,424	7,065	10,558	4,517
Edson.....	92	61	82	334	561	180
Lethbridge.....	621	1,069	1,339	893	2,070	695
Medicine Hat.....	195	283	289	484	933	303
Red Deer.....	114	129	150	690	1,442	519
<b>British Columbia</b> .....	<b>4,859</b>	<b>3,273</b>	<b>6,681</b>	<b>34,014</b>	<b>47,038</b>	<b>21,808</b>
Chilliwack.....	160	140	64	621	1,134	454
Courtenay.....	51	33	171	426	567	270
Cranbrook.....	14	25	57	525	950	463
Dawson Creek.....	59	46	54	523	804	445
Duncan.....	40	44	139	242	310	257
Kamloops.....	31	46	213	974	1,578	512
Kelowna.....	13	20	25	547	1,150	527
Kitimat.....	225	255	452	506	700	204
Mission City.....	37	31	46	404	761	430
Nanaimo.....	46	26	85	554	934	421
Nelson.....	37	24	53	401	944	373
New Westminster.....	335	339	312	3,660	5,209	2,329
Penticton.....	25	35	45	371	595	360
Port Alberni.....	35	33	74	532	562	241
Prince George.....	195	131	417	2,356	3,490	1,403
Prince Rupert.....	104	87	90	991	976	382
Princeton.....	21	8	24	188	305	79
Trail.....	2	4	17	521	836	392
Vancouver.....	2,704	1,468	3,498	16,117	20,434	9,688
Vernon.....	63	23	87	926	1,555	595
Victoria.....	608	339	641	2,269	2,579	1,706
Whitehorse.....	64	111	117	360	374	277
<b>Canada</b> .....	<b>47,204</b>	<b>47,199</b>	<b>66,769</b>	<b>306,995</b>	<b>474,312</b>	<b>229,339</b>
Males.....	28,041	28,999	44,157	226,022	378,062	160,642
Females.....	19,163	18,200	22,612	80,973	96,250	68,697

(1) Preliminary subject to revision.  
(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1952—1957

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1956 (5 months).....	380,338	271,173	109,165	27,159	89,329	139,995	77,100	46,755
1957 (5 months).....	335,940	227,714	108,226	22,130	84,200	123,586	71,703	34,321

## E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND REGULAR AND SEASONAL\* BENEFIT PAYMENTS BY PROVINCE, MAY 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week† (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid‡(Disability Days in Brackets)	Amount of Benefit Paid \$
Newfoundland.....	17.7	4,777	70,859 (644)	1,632,761
Prince Edward Island.....	2.4	552	9,766 (508)	181,384
Nova Scotia.....	17.5	5,580	69,873 (4,528)	1,339,090
New Brunswick.....	21.0	6,373	84,155 (2,759)	1,736,879
Quebec.....	108.4	32,085	433,482 (37,175)	9,195,889
Ontario.....	86.7	31,244	346,625 (34,216)	7,128,101
Manitoba.....	11.6	3,176	46,465 (4,667)	926,035
Saskatchewan.....	7.0	1,752	27,814 (2,677)	578,894
Alberta.....	13.9	5,036	55,630 (3,562)	1,220,764
British Columbia.....	27.1	10,296	108,548 (12,318)	2,329,785
Total, Canada, May/57.....	313.3	100,871	1,253,217 (103,054)	26,269,582
Total, Canada, April/57.....	477.9	155,323	1,911,596 (135,886)	40,392,557
Total, Canada, May/56.....	228.5	78,232	1,005,401 (93,458)	19,154,627

\* Though the seasonal benefit period ended on April 30 (in 1956, April 21), a residual of payments was made during May in respect of this type of benefit.

† Based on the number of payment documents for the month.

‡ Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

**TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, SEX AND PROVINCE, MAY, 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Duration on the Register (weeks)									May 31, 1956 Total
	Total	1	2	3-4	5-8	9-12	13-16	17-20	over 20	
Canada.....	250,283	41,442	16,896	25,307	41,424	35,712	27,999	23,862	37,641	188,927
Male.....	184,106	30,230	11,529	18,119	31,654	28,072	21,292	17,206	26,004	132,145
Female.....	66,177	11,212	5,367	7,188	9,770	7,640	6,707	6,656	11,637	56,782
Newfoundland.....	10,291	686	363	698	1,737	1,764	1,460	1,665	1,918	8,583
Male.....	9,741	614	339	669	1,672	1,698	1,398	1,583	1,768	8,137
Female.....	550	72	24	29	65	66	62	82	150	446
Prince Edward Island.....	1,104	98	62	87	156	137	137	150	277	819
Male.....	868	65	40	67	131	112	110	121	222	603
Female.....	236	33	22	20	25	25	27	29	55	216
Nova Scotia.....	12,748	1,851	807	1,512	2,084	1,597	1,272	1,404	2,221	9,502
Male.....	10,815	1,590	674	1,336	1,823	1,360	1,004	1,193	1,835	7,887
Female.....	1,933	261	133	176	261	237	268	211	386	1,615
New Brunswick.....	14,435	1,788	818	1,648	2,748	2,238	1,829	1,400	1,966	11,469
Male.....	12,367	1,439	705	1,464	2,489	1,997	1,596	1,191	1,486	9,648
Female.....	2,068	349	113	184	259	241	233	209	480	1,821
Quebec.....	85,218	12,807	5,649	8,252	14,614	15,053	10,897	7,020	10,926	70,197
Male.....	64,146	9,092	3,704	5,625	11,179	12,736	9,011	5,395	7,404	51,064
Female.....	21,072	3,715	1,945	2,627	3,435	2,317	1,886	1,625	3,522	19,133
Ontario.....	79,702	17,140	6,253	8,340	12,057	9,232	7,547	7,376	11,757	53,339
Male.....	52,487	12,216	3,964	5,401	8,098	6,027	4,779	4,549	7,453	32,850
Female.....	27,215	4,924	2,289	2,939	3,959	3,205	2,768	2,827	4,304	20,489
Manitoba.....	9,228	1,240	569	919	1,425	1,095	1,036	1,032	1,912	8,225
Male.....	5,692	733	340	538	922	722	624	593	1,220	4,715
Female.....	3,536	507	229	381	503	373	412	439	692	3,510
Saskatchewan.....	4,179	311	270	373	749	466	489	538	983	4,242
Male.....	2,843	180	168	266	584	342	325	331	647	2,728
Female.....	1,336	131	102	107	165	124	164	207	336	1,514
Alberta.....	10,802	1,519	770	1,150	2,321	1,403	1,131	936	1,572	7,626
Male.....	8,863	1,230	631	939	2,039	1,164	930	736	1,194	5,517
Female.....	1,939	289	139	211	282	239	201	200	378	2,109
British Columbia.....	22,576	4,002	1,335	2,328	3,533	2,727	2,201	2,341	4,109	14,925
Male.....	16,284	3,071	964	1,814	2,717	1,914	1,515	1,514	2,775	8,996
Female.....	6,292	931	371	514	816	813	686	827	1,334	5,929



TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, MAY 1957

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of †	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	2,424	2,053	371	4,084	1,515	2,569	685
Prince Edward Island.....	317	247	70	516	263	253	73
Nova Scotia.....	4,563	2,906	1,657	5,112	3,540	1,572	1,320
New Brunswick.....	4,394	2,989	1,405	6,030	4,133	1,897	1,073
Quebec.....	31,972	20,450	11,522	38,133	26,569	11,564	9,119
Ontario.....	41,643	24,406	17,237	43,204	32,665	10,539	10,040
Manitoba.....	3,192	2,103	1,089	3,655	2,692	963	418
Saskatchewan.....	1,209	912	297	1,765	1,078	687	199
Alberta.....	4,095	2,748	1,347	6,076	4,364	1,712	892
British Columbia.....	10,517	6,436	4,081	11,782	8,169	3,613	2,428
Total, Canada, May/57.....	104,326	65,250	39,076	120,357	84,988	35,369	26,247
Total, Canada, April/57.....	161,304	117,044	44,260	178,850	113,720	65,130	42,278
Total, Canada, May/56.....	84,099	55,856	28,243	100,493	66,712	33,781	17,260

\* In addition, revised claims received numbered 27,536.

† In addition, 28,555 revised claims were disposed of. Of these, 3,067 were special requests not granted and 1,229 were appeals by claimants. There were 3,520 revised claims pending at the end of the month.

TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT (REVISED)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1956—April.....	3,675,000	3,163,900	511,100†
May.....	3,600,000	3,307,900	292,100
June.....	3,726,330	3,458,260	268,070
July.....	3,744,000	3,608,000	136,000
August.....	3,785,000	3,646,500	138,500
September.....	3,788,000	3,655,700	132,300
October.....	3,785,000	3,656,600	128,400
November.....	3,808,000	3,668,600	139,400
December.....	3,875,000	3,659,600	215,400†
1957—January.....	3,929,000	3,530,800	398,200†
February.....	3,982,000	3,436,000	546,000†
March.....	3,987,000	3,414,600	572,400†
April.....	3,963,000	3,404,200	558,800†

\* Claimants having an unemployment register in the live file last working day of preceding month.

† Includes seasonal benefit claimants.

## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Service
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1956—July.....	118.5	114.4	132.7	108.6	116.7	121.1
August.....	119.1	115.9	133.0	108.4	116.8	121.3
September.....	119.0	115.5	133.1	108.4	117.1	121.4
October.....	119.8	117.4	133.3	108.5	117.7	121.6
November.....	120.3	117.9	133.4	108.4	118.1	122.8
December.....	120.4	117.5	133.5	108.6	118.6	122.9
1957—January.....	120.3	117.1	133.6	107.6	119.0	123.1
February.....	120.5	117.2	133.8	107.4	119.1	123.8
March.....	120.5	116.4	134.0	108.2	119.5	124.2
April.....	120.9	116.7	134.0	108.5	119.4	125.1
May.....	121.1	116.7	134.2	108.5	119.2	126.3
June.....	121.6	117.7	134.8	108.4	119.1	126.5
July.....	121.9	118.2	135.1	108.4	119.6	126.5

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JUNE 1957**

(1949 = 100)

Source: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	June 1956	May 1957	June 1957					
(1) St. John's Nfld.....	107.6	109.3	109.5	107.7	110.5	101.8	108.8	116.0
Halifax.....	115.6	119.1	119.1	110.5	128.8	114.0	125.5	124.4
Saint John.....	118.2	121.9	122.0	114.6	132.3	117.8	121.2	130.5
Montreal.....	118.1	120.7	121.5	120.3	140.0	104.7	115.9	125.7
Ottawa.....	118.8	122.8	123.2	117.0	141.6	112.0	118.6	129.9
Toronto.....	120.4	125.0	125.2	117.5	150.2	111.9	119.4	130.1
Winnipeg.....	116.6	119.2	119.6	115.1	128.9	112.6	116.7	125.4
Saskatoon—Regina.....	115.2	117.9	118.8	115.2	118.9	118.5	121.3	121.1
Edmonton—Calgary.....	114.9	118.1	118.4	113.9	121.2	115.9	119.7	123.8
Vancouver.....	118.4	122.0	121.5	116.5	131.1	113.5	126.7	124.8

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS, JANUARY-JUNE 1956, 1957††**

Date	Number of Strikes and Lockouts		Approximate Number of Workers		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Days	Per Cent of Estimated Working Time
<b>1957*</b>						
January.....	24†	24	7,477†	7,477	52,680	0.06
February.....	17	27	5,797	8,080	49,130	0.05
March.....	32	45	6,585	9,912	71,430	0.08
April.....	15	31	6,158	8,022	51,820	0.06
May.....	30	40	14,051	15,393	144,700	0.16
June.....	20	43	7,376	18,377	220,720	0.24
Cumulative Totals.....	138		47,444		590,480	0.11
<b>1956</b>						
January.....	14†	14	17,341†	17,341	338,355	0.36
February.....	12	23	3,884	20,150	234,945	0.25
March.....	12	23	2,308	3,172	16,955	0.02
April.....	15	22	2,535	2,877	10,350	0.01
May.....	30	35	16,470	17,911	136,520	0.14
June.....	25	39	9,621	16,866	78,160	0.08
Cumulative Totals.....	108		52,159		815,285	0.14

\*Preliminary figures.

† Strikes unconcluded at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some time after its commencement.



# STRIKES AND LOCKOUTS JUNE 1957

(Preliminary, subject to revision)

Employer (s)	Union (s)	Approximate Number of Workers	Date Began (1)	Date Ended	Approximate Time Loss Man-Days		Major Issue(s)	Major Term(s) of Settlement
					June	To Date		
In Progress Prior to June 1957								
MINING— <i>Other—</i> Gaspé Copper Mines, Murdochville, Que.	United Steel Workers of America, No. 4881, AFL-CIO/C.L.C.	600	Mar. 10	.....	14,400	69,450	Recognition of union as bargaining agent.	.....
	MANUFACTURING— <i>Food—</i> *Weston Bakeries Ltd., Keelsdale, Div., Toronto, Ont.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, AFL-CIO/C.L.C.	41	May 7	May 7	20	20	Summer hours.
Ben's Limited, Halifax, N.S.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, No. 927, AFL-CIO/C.L.C.	22 (2)	May 31	June 8	150	170	Disciplinary dismissal of an employee.	Return of workers, arbitration.
<i>Leather—</i> Newfoundland Tanneries (Wm. Dorn) Ltd., Carbonear, Nfld.	Carbonear General Trades and Labour Union No. 542, C.L.C.	40	May 30	.....	980	1,060	Wages and statutory holidays.	.....
<i>Textiles—</i> Victor Woollen Products Ltd. St. Victor de Beauce, Que.	United Construction Workers District 50, United Mine Workers of America, IND.	32	May 24	June 3	20	195	Wages, seniority and union recognition.	Return of workers, further negotiations.
<i>Wood Products—</i> Simmons Ltd., Vancouver, B.C.	Retail, Wholesale and Department Store Union, No. 535, AFL-CIO/C.L.C.	56	Mar. 27	.....	1,120	3,870	Wages and hours, conciliation procedures completed.	.....
<i>Paper Products—</i> Canada Roof Products Ltd., Vancouver, B.C.	General Warehousemen's Union of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, No. 842, AFL-CIO/C.L.C.	37	April 25	.....	740	1,830	Wages, conciliation procedures	.....
<i>Printing and Publishing—</i> Jonegin Co. Inc., Verdun, Que.	Montreal Printing Specialties and Paper Products Union, No. 521, AFL-CIO/C.L.C.	18	May 17	.....	360	540	Disciplinary dismissal of an employee.	.....

<i>Iron and Steel—</i> International HarvesterCom- pany of Canada, Limited Hamilton, Ont.	1,947	May	16	June	10	9,735	31,150	Wages, seniority and piece work.	Wage increases.
<i>Transportation Equipment—</i> Brantford Coach and Body Limited, Brantford, Ont.	380	May	28	June	4	760	2,280	Alleged delay in conciliation for a new agreement	Return of workers, fur- ther negotiations.
<i>Non-Ferrous Metal—</i> Aluminum Company of Canada, Limited, Arvida, Que.	6,199	(2) May	17	.....	.....	123,930	185,970	Wages, working conditions and a master contract covering company's activities in Quebec.	.....
<i>Electrical Apparatus and Supplies—</i> Reliance Electric and Engi- neering (Canada) Ltd., Welland, Ont.	153	May	28	.....	.....	2,905	3,475	Seniority rights.	.....
<i>Non-Metallic Minerals—</i> McNamara Construction Port Arthur, Ont. (P)	6	May	14	.....	.....	120	195	Wages.	.....
<i>Chemical Products—</i> Lever Bros. Ltd., Toronto, Ont.	555	May	13	.....	.....	11,100	18,590	Wages, conciliation procedures completed.	.....
<i>CONSTRUCTION—</i> Shurman Construction Co., Eastern Woodworkers and Abbey Laundry Construc- tion Co., St. Margarets and Chatham, N.B. Foundation Co. of Canada, Bristol Mines, Que.	61	May	1	June	13	700	2,285	Wages and working conditions.	Increased wages and a shorter work week.
Marine Industries Ltd., Valleyfield, Montreal and Cornwall, Ont.	275	May	13	June	12	2,200	6,050	Wages and working conditions.	Return of workers, fur- ther negotiations.
Nelson and Son, Toronto, Ont.	185	May	27	June	6	1,110	1,385	Higher wages, union recog- nition.	Return of workers, fur- ther negotiations.
<i>TRANSPORTATION—</i> Urban and Suburban—Carrier and Preces Ltd., Shawinigan Falls, Que.	7	May	30	June	10	40	55	Jurisdictional dispute.	Return of workers, fur- ther negotiations.
	62	Mar.	1	.....	.....	1,860	9,065	Union recognition.	.....

# STRIKES AND LOCKOUTS JUNE 1957

(Preliminary, subject to revision)

Employer(s)	Union(s)	Approximate Number of Workers	Date Began	Date Ended	Approximate Time Loss Man-Days		Major Issue(s)	Major Term(s) of Settlement
					June	To Date		
In Progress Prior to June 1957—Concluded								
WATER— Coast Ferries Ltd., (Ship— Lady Rose) Vancouver, B.C.	Seafarers' International Union of North America, Cana- dian District, Vancouver, AFL-CIO/GLC.	5 (4)	May	June	20	100	125	Increased wages, welfare fund and overtime pay- ment.
Branch Lines Ltd., Sub- sidiary of Marine Indus- tries, Montreal, Que.	Seafarers' International Union of North America, AFL- CIO/GLC.	90	May	June	6	495	900	Return of workers, on settlement of Marine Industries.
TRADE— Honey Dew Shop, Windsor, Ont.	Retail, Wholesale and De- partment Store Union No. 449, AFL-CIO/GLC.	11	Mar.	June	30	275	970	Increased Wages and 40 hour week.
Shelly Bros. Ltd., Saskatoon, Sask.	Retail, Wholesale and De- partment Store Union, No. 935, AFL-CIO/GLC.	100	Mar.	June	17	1,000	5,500	First contract signed in- cludes wage increase and seniority provision.
C. H. Smith Co. Ltd., Windsor, Ont. (2)	Retail, Wholesale and De- partment Store Union, No. 1002, AFL-CIO/GLC.	160	Apr.	4	.....	4,000	11,680	Wages, conciliation procedures completed.
Commencing in June 1957								
FISHING— Fisheries Association, Vari- ous points on B.C. coast.	United Fishermen and Allied Workers Union, No. 37, IND.	5,500	June	24	.....	33,000	33,000	Fish prices.
MINING— Coal— Acadia Coal Co., (MacBean Mine), Thorburn, N.S.	United Mine Workers of Am- erica, No. 8672, District 26, IND.	419	June	21	June	23	550	Suspension of worker.
Dominion Coal Co., No. 26 Colliery, Glace Bay, N.S.	United Mine Workers of Am- erica, District 26, No. 4520, IND.	205	June	26	June	30	820	Dismissal of worker.
MANUFACTURING— Textiles— Canadian Cottons Ltd., (Canada Mill) Cornwall, Ont.	Textile Workers Union of Am- erica, No. 806, AFL-CIO/ CLC.	28	June	24	June	26	55	Wages.
								Return of workers, fur- ther negotiations.



<i>Wood Products—</i> S. M. Simpson Company Ltd. (Manhattan Plant) Kelowna, B.C.	International Woodworkers of America, No. 1-423, AFL- CIO/CLC.	200	June	6	June	11	600	600	Seniority.	Seniority differences clarified.
A. E. Wicks Co. Ltd., Timmins, Ont.	International Lumber and Sawmill Workers of Inter- national Brotherhood of Carpenters and Joiners of America, No. 2996, AFL- CIO/CLC.	55	June	19	June	.....	495	495	Wages and union security—con- ciliation procedures completed	.....
<i>Paper Products—</i> National Paper Box Ltd., Vancouver, B.C.	Office Employees Internati- onal Union, No. 15, AFL- CIO/CLC.	10 <sup>(2)</sup>	June	3	June	5	20	20	Union shop.	Increased wages, union shop an improved sick leave.
<i>Iron and Steel Products—</i> Bryant Mfg. Co. Ltd., Toronto, Ont. (?)	International Molders and Foundry Workers of North America, No. 28, AFL- CIO/CLC.	86	June	3	June	.....	2,265	2,265	Seniority.	.....
<i>Miscellaneous Manufacturing—</i> A. G. Spalding & Bros. of Canada Limited, Brant- ford, Ont.	International Woodworkers of America, No. 233, AFL- CIO/CLC.	174 <sup>(6)</sup>	June	12	June	17	520	520	Piece work rates.	Piece work rates an- nounced—agreeable to both parties.
<i>Construction—</i> Serraw Plumbing and Heat- ing and Smith's Hardware and Heating, Delhi, Ont.	United Association of Jour- neymen and Apprentices of the Plumbing and Pipe Fit- ting Industry of U.S. and Canada, No. 593, AFL- CIO/CLC.	5	June	3	June	13	50	50	Union recognition.	Return of workers.
Thos. Fuller Construction Co., Ottawa, Ont.	International Union of Oper- ating Engineers, No. 783.	132	June	17	June	.....	1,320	1,320	Wage of crane operator—con- ciliation procedures com- pleted.	.....
Canadian Kellogg Company, Brandon, Man.	United Association of Jour- neymen and Apprentices of the Plumbing and Pipe fitting Industry Local 254, and United Brotherhood of Carpenters and Joiners Local 343, AFL-CIO/CLC.	79	June	20	June	24	115	115	Replacement of workers on job.	Return of workers.
Canadian Dredge and Dock Company Limited, Port Colborne, Ont.	Seafarers International Union of North America, AFL- CIO/CLC.	153	June	21	June	.....	1,070	1,070	Union recognition.	.....
<i>TRANSPORTATION—</i> <i>Truck—</i> Western Freight Lines, Chatham, Ont.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, No. 886, AFL- CIO/CLC.	75	June	3	June	4	75	75	Disciplinary dismissal of an employee.	Return of workers—fur- ther negotiations.

# STRIKES AND LOCKOUTS JUNE 1957

(Preliminary, subject to revision)

Employer(s)	Union(s)	Approximate Number of Workers	Date Began	Date Ended	Approximate Time Loss man-Days		Major Issue(s)	Major Term(s) of Settlement
					June	To Date		
Commencing in June 1957—Concluded								
<i>Water</i> — Canadian National Steamships, Montreal, P.Q. (2)	Seafarers International Union, AFL-CIO/CLC.	26 (7)	June 22	.....	150	150	Wages and other benefits.	.....
<i>PUBLIC UTILITIES</i> — City of Vancouver, Vancouver, B.C.	International Brotherhood of Electrical Workers, No. 213, AFL-CIO/CLC.	70	June 6	.....	1,190	1,190	Wages—conciliation procedures completed.	.....
<i>TRADE</i> — Canada Building Materials Limited, Sarnia, Ont. (2)	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, No. 880, AFL-CIO/CLC.	24	June 26	.....	85	85	Wages—conciliation procedures completed.	.....
<i>SERVICE</i> — Branch No. 4, Canadian Legion BESL, Chilliwack, B.C.	Beverage Dispensers and Culinary Workers, No. 865 of Hotel and Restaurant Employees and Bartenders International Union, AFL-CIO/CLC.	11	June 28	.....	5		Wages, hours and length of contract—conciliation procedures completed.	.....
City of Cornwall, Cornwall, Ont. (2)	National Union of Public Employees, No. 234, CLC.	115	June 28	.....	170	170	Wages, hours, statutory holidays and fringe benefits.	.....
Stanley Cafe, Port Arthur, Ont.	Hotel and Restaurant Bartenders International Union, No. 891, AFL-CIO/CLC.	9	June 28	.....	15	15	Union recognition.	.....

(1) In this table the date commenced is that on which time loss first occurred, and the date of conclusion is the last day on which time was lost to an appreciable extent.

(2) 71 indirectly affected;

(3) 1,809 indirectly affected;

(4) 3 indirectly affected;

(5) 120 indirectly affected;

(6) 17 indirectly affected;

(7) 9 indirectly affected.

(8) Beginning of strike involving Canadian National Steamships, which are being tied up as they come into port.

(9) These stoppages have terminated early in July and will be carried in next month's report.

(\*) Later information indicates that this was  $\frac{1}{2}$  days duration.

## H—Industrial Accidents

**TABLE H-1.—INDUSTRIAL FATALITIES IN CANADA DURING THE FIRST QUARTER OF 1957 BY GROUPS OF INDUSTRIES AND CAUSES**

NOTE:—The method of preparing these figures is described elsewhere in this issue in an article entitled "Fatal Industrial Accidents in Canada".

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.....													
Struck by.....	6	20		18	13	22		11	5		3		98
(a) Tools, machinery, cranes, etc.....				5	3	4			3				15
(b) Moving vehicles.....	3	2		3	4	5		7	1		2		27
(c) Other objects.....	3	18		10	6	13		4	1		1		56
Caught In, On or Between Machinery, Vehicles, etc....	1	1		2	5	4		2			2		17
Collisions, Derailments, Wrecks, etc.....	5	8	8	1	6	12		25	11		5		81
Falls and Slips.....		1	1	4	4	14		6	3		1		34
(a) Falls on same level.....													
(b) Falls to different levels.....		1	1	4	4	14		6	3		1		34
Conflagrations, Temperature Extremes and Explosions....	1			4	12	2		2	1	1			23
Inhalation, Absorptions, Asphyxiation, etc.....		1		7	4	1		4					17
Electric Current.....					1	1	4						6
Over-exertion and Industrial Diseases.....	1		1	3	1	1		3			3		13
Miscellaneous Accidents.....					1			1			1		3
Total, First Quarter—1957..	14	31	10	39	47	57	4	54	20	1	15		292*
Total, First Quarter—1956..	11	40	3	50	57	40	2	46	7		16		272

**TABLE H-2.—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE FIRST QUARTER OF 1957**

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....					1	12			1			14
Logging.....	1		1	1	7	9			3	9		31
Fishing and Trapping.....			6							4		10
Mining and Quarrying.....			6		9	9	1	4	5	5		39
Manufacturing.....			1	1	12	18	2	2	5	5		47
Construction.....			1		9	23	2	2	7	13		57
Electricity, Gas, Water Production and Supply.....						3				1		4
Transportation, Storage and Communications.....	1		2	11	4	12	2	4	10	8		54
Trade.....				2	2	13	1			2		20
Finance.....					1	1						1
Service.....	1		1	3	1	2	2	1	1	3		15
Unclassified.....												
Total.....	3		18	18	45	102	10	13	33	50		292*

\* Of this total 215 fatalities were reported by the various provincial Workmen's Compensation Boards, and the Board of Transport Commissioners; details of the remaining 77 were obtained from other non-official sources.



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## manpower and labour relations REVIEW

Economics and Research Branch, Department of Labour, Canada

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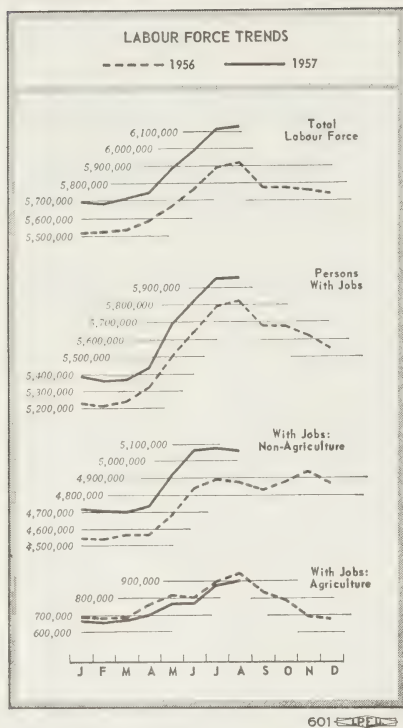
### Current Manpower Situation

**E**MPLOYMENT increased further during August, though the gain was smaller than is usual at this time of year. Poor harvesting conditions, an early shutdown for retooling in the automobile industry and a decline in forestry were the more important causes of reduction in the rate of hiring. The labour force continued to expand seasonally, keeping unemployment higher than a year ago.

The increase in the labour force in the past few months has moderated considerably after the extremely rapid rise in the first part of the year. In fact, after allowance for seasonal variations, little or no change has occurred in the total between the mid-points of the second and third quarter. In August, however, the year-to-year increase was still more than 200,000, and the average rate of growth so far this year is considerably greater than in most postwar years. The record expansion of manpower resources is largely the result of increased immigration, which is partly responsible for the high proportion of the adult population participating in the labour force. In August, this ratio was 55.4 per cent, the highest in the past ten years.

Employment rose during August to 5,957,000, slightly more than 2 per cent above the year-earlier figure. In this series, too, there has been a distinct levelling-off in the past three months, in contrast to a moderate increase in the second quarter. Continued strength was evident in construction, but in most of the other main industry groups employment either fell or rose less rapidly than usual.

One of the important influences contributing to the reduction in expansion of employment was the unfavourable effect of weather on harvesting operations. Crops in eastern Canada were reduced by drought earlier in the summer and suffered considerable damage from excessive rain during August and early September. In western Canada, yields were reduced and harvesting operations delayed by heavy rainfall throughout the month. As a result, the seasonal movements of farm workers have been much smaller than usual. The government-assisted excursion of harvest workers to western Canada amounted to only about 20 per cent of last year's figure, and arrangements that had been made to bring in workers for the tobacco harvest in Ontario were cancelled.



Employment in forestry declined in August, a month when it usually expands. Part of the weakness stems from the reduced demand for lumber, the effect of which has been most noticeable in the lumbering districts of British Columbia, Ontario and New Brunswick. In British Columbia the latest figures show a year-to-year decrease of 20 per cent in logging. In eastern Canada a number of pulpwood producers have announced that high inventories combined with some decrease in mill production made necessary a smaller pulpwood cut this winter. It is generally expected that the reduced cut will affect the duration of woods employment this winter, although undoubtedly the number of workers employed will also be smaller. Early reports show that the seasonal rise in woods employment has been delayed in many pulp cutting areas.

A third development contributing to a slowdown in employment is the reduced output in many metal-producing and metal-using industries. Mining employment has declined despite continued strong gains in uranium and oil development. The prolonged strike in the aluminum industry, now settled, noticeably reduced employment in and output of non-ferrous metals. Manufacturers of mining and pulp and paper machinery, of pipe and other steel products, and of railway rolling stock and agricultural equipment have reported a falling-off in orders. The automobile industry shut down at the beginning of the month, about two weeks earlier than last year; production in the first eight months of the year was about 7 per cent lower than in the same period in 1956. The shutdown was accompanied by temporary layoffs in supplying plants. All of these factors contributed to reducing the employment gain in manufacturing to less than 1 per cent in August, compared with an average increase of 2 per cent in the same period of the past three years.

The changing pace of activity in these industries has been reflected in the number of hours worked. In manufacturing, the length of the work week dropped fairly steadily through the first half of 1957. At the beginning of July average weekly hours were 40.6, down from 41.2 a year earlier. The decline occurred in almost all manufacturing groups, with decreases of an hour or more in the manufacture of tobacco, rubber and leather products, machinery and iron castings. Exceptions to the general trend included fabricated iron and steel products, aircraft, petroleum products and chemicals, all of which showed an increase in hours over the year. Among non-manufacturing industries, hours in metal mining and construction were higher than last year.



In the construction industry, hours of work and employment have shown a continued strong rise this summer. At the beginning of July the average work week was 1.6 hours longer than a year earlier in roadbuilding and 0.4 hours longer in building and engineering construction. Recently, residential construction, which has been the major weakness of the industry this year, recorded a moderate recovery. In August, the number of units started in centres of over 5,000 population rose to an annual rate of 84,000, seasonally adjusted, which is just under the 1956 annual total. The volume of residential construction in progress was still lower than in the same period last year owing to the drop in housing starts earlier this year.

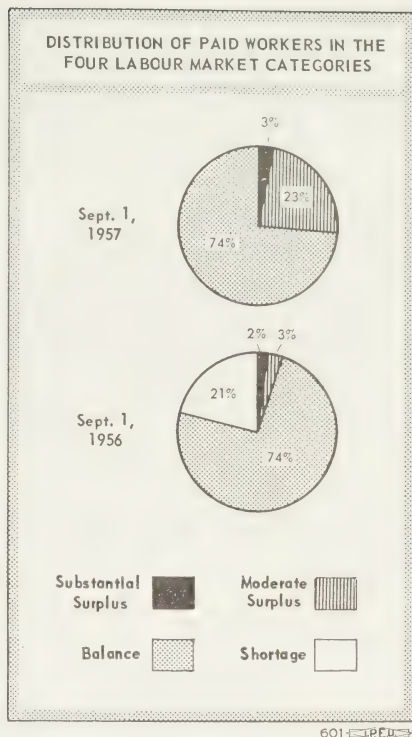
In addition to the upturn in housing, the demand for construction labour has been strongly supported by the high level of activity in industrial and institutional building, highway construction and the many engineering projects in progress. In July, construction employment was over the half-million mark for the first time; in August it rose to an estimated 520,000, and the margin over last year increased to 8 per cent.

\* \* \*

The change from a general rise in the employment trend during the first half of the year to stability in the past three months followed a similar trend in output. The second-quarter National Accounts reveal that in the first half of 1957 the rate of output, seasonally adjusted, was virtually unchanged from the last quarter of 1956; during this period, employment continued to rise. This divergence between output and employment was caused in large part by a drop in agricultural output.

The Gross National Product in the second quarter was estimated to be \$30.7 billion (seasonally adjusted annual rate), unchanged from the first quarter. This stability in the aggregate covers some notable offsetting movements in the components. Expenditures on consumer non-durables declined by 8 per cent; lower sales of automobiles was one of the more important causes. Total consumer expenditures were maintained by a continued rise in outlays on non-durable goods and services, though the rate of increase in these was smaller than in previous quarters. Imports declined for the first time in almost three years, but exports decreased even more, mainly because of lower shipments of grain; the contribution of international trade to total output was therefore negative.

Government expenditures showed a gain of 5 per cent, mainly at the municipal and provincial level. One of the largest increases in expenditure



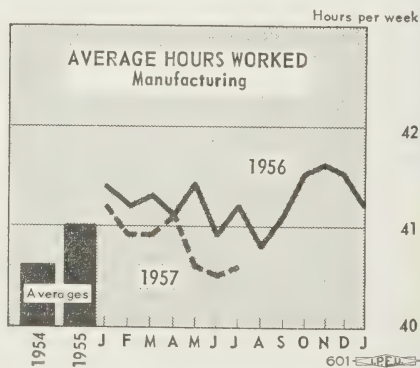
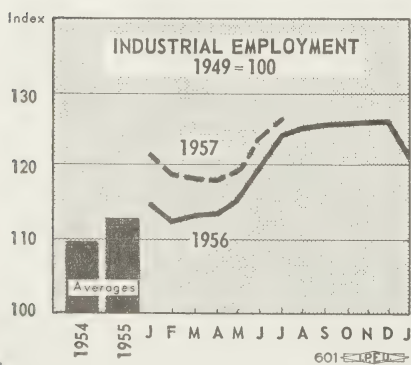
during the quarter was on non-residential construction, which recovered from the slow downturn earlier in the year. Investment outlays on new machinery and equipment were down sharply. Although new housing starts recovered from the sharp drop of the first quarter, total expenditures on residential construction showed a further decline.

\* \* \*

The rapid growth in the labour force earlier this year, and the more moderate rise in employment resulted in a considerable rise in unemployment. For example, the August labour force survey estimates show 174,000 without jobs and seeking work and, in addition, some 17,000 laid off for a full week and 32,000 on short time. All of these estimates are substantially higher than last year, when supplies of labour were very scarce in many parts of the country. The seeking-work figure was 2.8 per cent of the labour force compared with 1.7 per cent a year earlier.

The increase in unemployment has been very general across the country, with perhaps a more rapid rise in Ontario and British Columbia than in other regions. In mid-August the proportion of the labour force unemployed was higher than the national average in British Columbia, Quebec and the Atlantic region. In the Prairie region it continued to be well below the other regions.

The general rise in unemployment is reflected in the labour market classifications of local areas and it is at this level that the contrast between this year and last is most striking. At September 1, 1956, there was a shortage of labour in one-quarter of the labour market areas in the country, including four of the eleven largest centres. This September there were no labour shortage areas and one-quarter of the total had a labour surplus, including four of the largest centres. Two areas, Windsor and Oshawa, were in the substantial labour surplus as a result of the temporary shutdown of motor vehicle production.



# Current Labour Statistics

(Latest available statistics as of September 10, 1957)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	August 24	6,131,000	+ 0.3	+ 3.5
Total persons with jobs.....	August 24	5,957,000	+ 0.1	+ 2.3
At work 35 hours or more.....	August 24	5,186,000	+ 2.0	+ 1.8
At work less than 35 hours.....	August 24	357,000	- 2.5	+12.6
With jobs but not at work.....	August 24	414,000	-16.9	+ 0.2
With jobs but on short time.....	August 24	32,000	-23.8	+77.8
With jobs but laid off full week.....	August 24	17,000	+21.4	+41.7
Persons without jobs and seeking work.....	August 24	174,000	+ 6.7	+68.9
Persons with jobs in agriculture.....	August 24	900,000	+ 2.3	- 4.9
Persons with jobs in non-agriculture.....	August 24	5,057,000	- 0.2	+ 3.7
Total paid workers.....	August 24	4,647,000	+ 0.4	+ 3.2
Registered for work, NES (b)				
Atlantic.....	August 22	25,700	-11.1	+46.9
Quebec.....	August 22	70,300	- 9.8	+40.9
Ontario.....	August 22	98,800	+ 9.4	+47.0
Prairie.....	August 22	24,500	-14.6	+39.2
Pacific.....	August 22	29,500	- 6.1	+64.8
Total, all regions.....	August 22	248,800	- 3.3	+46.3
Claimants for Unemployment Insurance benefit.....	August 1	205,779	+ 0.6	+48.6
Amount of benefit payments.....	July	\$13,799,832	- 3.9	+74.1
Industrial employment (1949 = 100).....	July 1	126.5	+ 2.3	+ 1.9
Manufacturing employment (1949 = 100).....	July 1	118.3	+ 1.4	+ 0.3
Immigration.....	1st 3 mos.	62,460	—	+229.4(c)
<i>Strikes and Lockouts</i>				
No. of days lost.....	August	187,450	—	+ 5.9(c)
No. of workers involved.....	August	14,532	—	-18.8(c)
No. of strikes.....	August	42	—	+ 3.7(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	July 1	\$68.31	+ 0.7	+ 5.8
Average hourly earnings (mfg.).....	July 1	\$1.61	+ 0.2	+ 5.4
Average hours worked per week (mfg.).....	July 1	40.6	+ 0.2	- 1.5
Average weekly earnings (mfg.).....	July 1	\$65.37	+ 0.4	+ 3.9
Consumer price index (av. 1949 = 100).....	August 1	122.6	+ 0.6	+ 2.9
Real weekly earnings (mfg. av. 1949 = 100).....	July 1	128.5	+ 0.2	+ 0.9
Total labour income.....\$000,000	June	1,325	+ 4.3	+ 9.1
<i>Industrial Production</i>				
Total (average 1935-39 = 100).....	June	297.0	+ 2.4	- 0.6
Manufacturing.....	June	296.0	+ 2.7	- 2.4
Durables.....	June	348.0	+ 0.8	- 6.2
Non-Durables.....	June	262.8	+ 4.3	+ 1.0

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, February *Labour Gazette*.

(b) See inside back cover, February *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.



# Labour-Management Relations

## The Bargaining Scene

**T**HIRTY-FOUR major collective agreements, covering bargaining units of 1,000 or more employees, were under negotiation or scheduled to expire during the period August 1 to October 31; the bargaining status of these contracts at mid-September is indicated in the chart on the opposite page. More than three-quarters of the contracts subject to negotiation during the current period have been open for two months or longer.

Between August 15 and September 15, a total of 12 agreements was signed; half of these had been under re-negotiation for more than five months. The month's settlements were marked by the conclusion of a four-month strike at the Arvida, Que., plant of the Aluminum Co. of Canada, Limited. Major settlement terms in the Arvida agreement include wage increases totalling 45 cents per hour, spread over a three-year period, a reduction of the work week from 42 to 40 hours, and the introduction of a supplemental unemployment benefit plan. In addition, the company has undertaken to pay within two years identical wage rates in the four smelters it operates in Quebec; individual contracts covering workers at each of these plants will expire within a nine-week interval. Also included in the Arvida contract is a provision for the introduction of a job evaluation scheme, with participation in its planning by both the company and the union.

A new contract was signed during the month affecting 11,000 employees of the Ontario Hydro-Electric Power Commission, represented by an affiliate of the National Union of Public Service Employees; no details of the settlement were available at the time of publication.

At September 15, 22 agreements remained open for negotiation. Of these, nine were undergoing conciliation, including contracts covering construction workers in Hamilton, Toronto and various B.C. centres, West Coast pulp mill employees, and workers in aircraft manufacturing plants in the Toronto area. A conciliation board has been appointed to hear contract negotiations between the United Steelworkers of America and the Aluminum Co. of Canada, Limited, at Kitimat, B.C.

**TABLE 1.—MAJOR TERMS OF CONTRACTS SETTLED BETWEEN JANUARY 1 AND JULY 15, 1957\***

—	Current Agreements	Previous Agreements
Term of agreement		
1 year or less.....	20	31
More than 1 year.....	29	18
Union security		
Union shop.....	10	6
Other form.....	17	12
Weekly hours		
40 or less.....	32	26
More than 40.....	8	14
Paid statutory holidays		
Seven or less.....	11	12
Eight or more.....	28	26
Third week vacation		
After less than 15 years' service...	15	4
After 15 years' service.....	12	14
After more than 15 years' service...	4	3
Fourth week vacation.....	15	6
Saturday rate		
Time and one-half.....	18	19
More than time and one-half.....	9	6
Sunday rate		
Time and one-half.....	6	7
More than time and one-half.....	27	20
Supplemental unemployment benefit plan.....	3	1
Severance pay.....	4	2
Pension plan.....	17	14
Group hospital-medical plan.....	23	12
Cost-of-living escalator.....	3	3

\* Bargaining units of 1,000 or more employees.

# THE BARGAINING SCENE SEPTEMBER 15, 1957

Bargaining Units of 1,000 or More Employees,

August 1 to October 31, 1957

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**In Negotiations and Terminating in Period:** 34 agreements, 80,500 workers

Bargaining carried over from July: 27 agreements, 69,500 workers

Terminating in period August 1—Oct. 30: 7 agreements, 11,000 workers

**Settlements Achieved, Aug. 15—Sept. 15:** 12 agreements, 36,400 workers

## Major Terms of Settlements (preliminary information)

### ●Wages and Duration—

3 agreements, covering 8,100 workers, are effective for one year or less; 2 of these provide wage increases ranging from 5 to 15 cents an hour.

6 agreements, covering 9,100 workers, are effective for periods ranging from 20 months to 2 years, with most wage increases spread over the length of the contract.

1 raises monthly salaries by an average 6.7 per cent;

3 provide wage increases ranging from 5 to 15 cents an hour;

2 provide increases totalling more than 25 cents an hour.

2 agreements, covering 8,200 workers, are effective for 3 years; these provide wage increases ranging from 30 to 45 cents an hour, spread over the length of the contract.

(Details not available for 1 agreement covering 11,000 workers.)

### ●Hours of Work—

Reduced from 45 to 42½ under 1 agreement covering 1,000 workers; reduced from 42 to 40 under 1 agreement covering 6,800 workers.

### ●Vacation—

2 agreements, covering 7,000 workers, improve vacation clauses.

### ●Statutory Holidays—

1,400 workers under 1 agreement to receive 1 additional day.

### ●Welfare Benefits—

1 agreement, covering 1,700 workers, introduces a group health and welfare plan; 2 agreements, covering 12,800 workers, provide for increased company contributions to group health and welfare funds.

### ●Supplemental Unemployment Benefits—

1 agreement, covering 6,800 workers, introduces a SUB plan.

### ●Union Security—

2 agreements, covering 2,600 workers, introduce a modified union shop; 1 agreement, covering 1,200 workers, provides a compulsory check-off.

1 agreement, covering 6,800 workers, was reached after strike action.

**Negotiations Continuing at September 15:** 22 agreements, 44,100 workers

Bargaining in progress: 7 agreements, 12,300 workers

Conciliation in progress: 9 agreements, 22,400 workers

Post-conciliation: 2 agreements, 2,400 workers

Arbitration in progress: 2 agreements, 3,500 workers

Work stoppages: 2 involving 3,500 workers

**Other Agreements Terminating in Period:** Nil.

A contract dispute between the Toronto Builders' Exchange and the United Association of Plumbers resulted in a strike which began late in August and remained in effect at the middle of September.

Contract Provisions

In the period January 1 to July 15, 1957, 62 major contract settlements each affecting a thousand or more workers were reported. The agreements reached in 49 of these settlements are now available for analysis.

The wage increases reported in the agreements show less concentration than those analysed in May (L.G., May, p. 518). However, in agreements of one year's duration the settlements fell largely within the range of 5 to 15 cents an hour. In longer term agreements, which provide for deferred increases over the term of the agreement, 16 of the settlements covering much more than half of the workers affected by such agreements were for amounts totalling more than 15 cents.

With respect to vacations, the number of years of service required to qualify for the third week of vacation appears to have dropped. In fact, almost one-third of the 49 agreements now provide for a third week of vacation after less than 15 years' service. The fourth week of vacation has received greater attention in the current agreements and 15 contracts now provide the longer vacation period, usually after 25 years' service.

The trend of settlements continues to favour agreements of longer duration than one year, although the proportion of such agreements is less in the present analysis than in that of last May. The 40-hour week has been introduced in a number of these agreements. Supplemental unemployment benefit plans and cost-of-living escalator clauses appear to have played a relatively unimportant role in the settlements so far this year.

TABLE 2.—WAGE INCREASES IN SETTLEMENTS—JANUARY 1—JULY 15, 1957\*

(Revised figures for 49 agreements covering 165,800 workers)

Total Wage Increase per Hour	One-Year Agreements		Longer-Term Agreements	
	Agreements	Workers Covered	Agreements	Workers Covered
0— 4.9 cents.....	1	1,200	1	1,700
5— 9.9 cents.....	9	47,800	6	13,800
10—14.9 cents.....	8	50,000	6	9,000
15—19.9 cents.....	1	1,800	3	4,000
20—24.9 cents.....	1	2,500	3	15,900
25 or more cents.....	—	—	10	18,100
	20	103,300	29	62,500

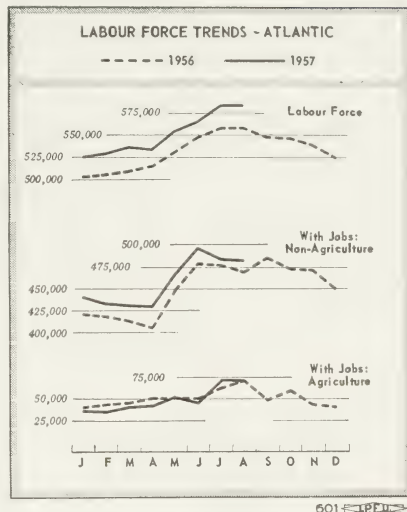
\* Bargaining units of 1,000 or more employees.



# Manpower Situation in Local Areas

## ATLANTIC

TOTAL employment changed very little in the Atlantic region during August as a seasonal peak in labour demand was reached early in the month. Persons with jobs at August 24 were estimated at 553,000, some 2,000 fewer than a month earlier but 10,000 more than a year before. Resumption of work at the Acadia Coal Company's MacBean Mine in New Glasgow resulted in the rehiring of 250 workers during the month. Staff reductions in other industries more than offset this gain, however. Permanent layoffs occurred at Milltown, N.B., following the closure of the textile co-operative plant; approximately 450 workers were affected by the shutdown. At the same time, Eastern Car Company Limited at New Glasgow announced additional temporary layoffs, though the workers were expected to be recalled in September when production of a new order gets under way. Confectionery plants and canneries showed the usual employment expansion during the month.



Unemployment in the region remained substantially higher than last year, largely because of reduced activity in construction and forestry. The most recent information available shows that construction employment was about 25 per cent lower this year than last in both New Brunswick and Newfoundland. The main reasons for this decline are the completion of projects such as the hydro-electric power development at Beachwood, N.B., and the housing development for the Air Force at Chatham, N.B., and a reduction in labour requirements at the Gagetown Army site and at the northern defense sites in Newfoundland. In the region as a whole residential construction has been lagging far behind last year and there was some evidence of a further decline in August.

Forestry employment held up fairly well in Newfoundland during the first six months of the year but declined more than seasonally during the month under review as a result of a reduction in pulpwood cutting by the Anglo-Newfoundland Development Co. Ltd. The full effects of the reduction (estimated by the company to be as much as 120,000 cords or close to one-third of last year's total) will not be felt until later this year. Stockpiles of pulpwood were reported to be large enough to ensure steady production of newsprint.

Employment in forestry continued to show a year-to-year decrease in New Brunswick, mainly because of reduced demand for lumber. On the domestic market, lumber sales were lower in the first seven months of 1957 than last year owing to the decline in residential construction. The export market for lumber was also considerably weaker than last year with lower prices than in 1956.

# CLASSIFICATION OF LABOUR MARKET AREAS—SEPTEMBER 1, 1957

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Windsor	HAMILTON Quebec-Lévis Vancouver-New Westminster ←	Calgary Edmonton Montreal Ottawa-Hull → ST. JOHN'S Toronto Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)	OSHAWA ←	Brantford Cornwall Lac St. Jean Moncton New Glasgow Peterborough Rouyn Val d'Or Saint John Shawinigan Falls Sherbrooke Trois Rivières	Corner Brook → FARNHAM-GRANBY Fort William Port Arthur Guelph Halifax → JOLIETTE Kingston Kitchener London Niagara Peninsula Sarnia Sudbury Sydney Timmins- Kirkland Lake Victoria	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		Chatham Thetford-Megantic- St. Georges	Barrie Brandon Charlottetown Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Rivière du Loup Saskatoon Yorkton	
MINOR AREAS (labour force 10,000-25,000)		Bathurst Central Vancouver Island Campbellton Gaspé LINDSAY ← Montmagny Newcastle Rimouski St. Stephen Victoriaville	Beauharnois Belleville-Trenton Bracebridge Brampton Bridgewater Chilliwack Cranbrook Dauphin Dawson Creek Drumheller Drummondville Edmonton Fredericton Galt Goderich Grand Falls Kamloops Kentville Lachute-St. Thérèse Listowel Medicine Hat North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince George Prince Rupert Quebec North Shore Sault Ste. Marie Simcoe → STE. AGATHE- ST. JÉRÔME St. Hyacinthe Sorel St. Jean St. Thomas Stratford Summerside SWIFT CURRENT ← Trail-Nelson Truro Valleyfield Walkerton WEYBURN ← Woodstock-Ingersoll Woodstock, N.B. Yarmouth	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

Despite the weaknesses in construction and forestry, total employment in the region during August showed a moderate increase over a year ago. The principal gains occurred in the trade and service industries. Manufacturing employment showed little year-to-year change but was considerably higher than in 1955.

Only one of the 21 areas in the region was reclassified during the month, from the moderate surplus to the balanced category. At September 1 the area classification was as follows (last year's figures in brackets): in moderate surplus, 7 (0); in balance, 14 (20); in shortage, 0 (1).

## Local Area Developments

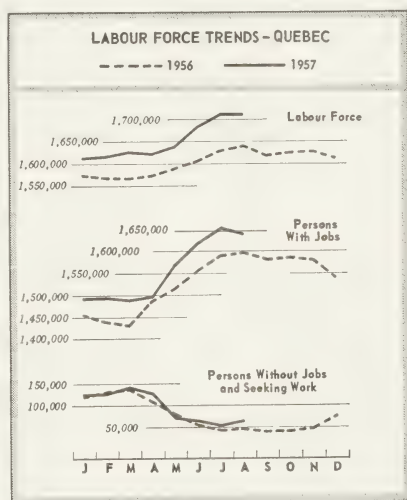
**St. John's** (metropolitan). Reclassified from Group 2 to Group 3. Unemployment decreased during August but remained considerably higher than a year ago. Street and highway construction were curtailed during the month as a result of a strike at Concrete Projects Ltd., suppliers of asphalt.

## QUEBEC

ECONOMIC activity showed signs of levelling off in both agricultural and non-agricultural industries in Quebec during August as slackness in the seasonal industries, vacations, and the results of bad weather in the early summer coincided. At August 24, persons with jobs were estimated at 1,643,000, some 12,000 fewer than a month before but 45,000 more than a year earlier. Unemployment remained higher than last year and job vacancies on file at NES offices were nearly 50 per cent fewer than a year ago.

While the prospects were good for the grain harvest, a smaller hay harvest than last year's and a much reduced tobacco crop lessened the demand for workers in agriculture so that the movement of farm labour from the region was much smaller than last summer. The summer wood cut was almost completed and camps were opening for the winter, but wood quotas are smaller this year and fewer men are in the woods.

Although employment in the construction of roads and bridges was below last year's record level, employment in the building and engineering sector showed a year-to-year increase of 10 per cent at July 1. During August, employment in construction rose with an increase in housing starts; registrations of construction workers at NES offices dropped during the month but were still higher than a year ago. In primary textiles, employment was steadier than a month earlier and, vacations apart, the manufacturing industries generally were very active. On the basis of year-to-year comparisons at July, employment showed particular strength in the manufacture of iron and steel products, transportation equipment (gains have been constant in





the aircraft industry), electrical apparatus and chemical products. However, employment was lower than last year in mining, textiles, and wood and paper products.

Three labour market areas in the region were reclassified during the month. At September 1, the 24 areas in the region were classified as follows (last year's figures in brackets): in moderate surplus, 11 (1); in balance, 13 (23).

### Local Area Developments

**Montreal** (metropolitan). Remained in Group 3. Registrations for work at NES offices declined substantially during the month but remained much higher than a year ago in construction, transportation and metal-working occupations and in the manufacture of electrical and transportation equipment. Registrations from clothing workers were slightly lower than last year, reflecting a strong seasonal recovery in the manufacture of clothing. In the port, shipping was less active than last year, owing to a reduction in grain movements. Railway equipment plants were extremely busy and prospects were better in this industry than a month ago.

**Quebec-Lévis** (metropolitan). Remained in Group 2. Registrations declined less than seasonally during the month, remaining well above last year's. A pulp and paper mill and a cotton mill were on short time. A layoff occurred, and more were anticipated, at a shipyard. The failure of the tobacco crop affected farm employment in Lévis. Logging activities were below last year's level.

**Farnham-Granby** (major industrial). Reclassified from Group 2 to Group 3. Registrations dropped sharply to a level slightly under last year's. Employment rose in the manufacture of clothing and in construction. Canning factories were operating at capacity.

**Joliette** (major industrial). Reclassified from Group 2 to Group 3. Textile plants were operating at capacity and registrations in textiles (both primary and secondary) showed a decline during the month.

**Ste. Agathe-St. Jérôme** (minor). Reclassified from Group 2 to Group 3.

## ONTARIO

EMPLOYMENT in Ontario increased slightly during August. The number of persons with jobs at August 24 was estimated at 2,193,000, an increase of 7,000 from last month and of 42,000 from last year. Employment in agriculture rose by 14,000 but was partly offset by a decline in the non-agricultural industries. Ontario's share of total unemployment increased over the year, but as a proportion of the labour force unemployment in the province was considerably lower than the national average. The decline in non-agricultural employment was due mainly to extensive seasonal layoffs in the automobile and allied industries, which almost tripled the number of automotive workers registered with the NES offices. Conditions in the steel industry varied. The drop in production of automobiles, railroad rolling stock, farm implements and other heavy industrial machinery caused a further reduction in primary steel output. On the other hand, production of fabricated and structural steel, stimulated largely by industrial and commercial construction, continued at a high level. The slow movement of grain from the Great Lake terminals adversely affected employment in Lake shipping. Con-

struction employment increased slightly and was much higher than last year. While the high level of construction activity was due essentially to non-residential construction, the number of housing starts during July indicate an impending improvement in residential construction, particularly in larger areas. The approaching fall season gave the secondary textile industry some new impetus. Light manufacturing showed a slight improvement and feed mills and meat packing plants were operating at near capacity.

Agricultural employment increased seasonally, but heavy hail damage to the tobacco crop greatly reduced the anticipated demand for extra farm labour and resulted in the cancellation of the usual annual movement of harvest workers from outlying areas to southern Ontario. Unfavourable weather also affected part of the canning industry.

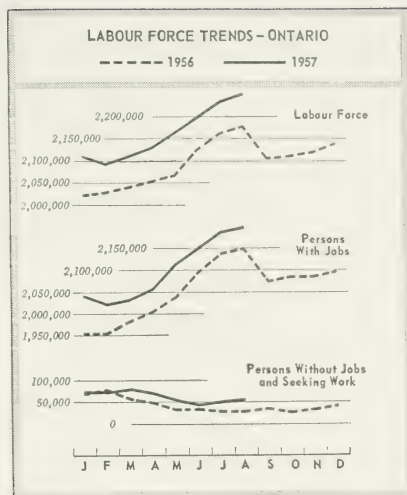
Three areas were reclassified during the month. At September 1, the classification of the 34 areas in the region was as follows (last year's figures in brackets): in substantial surplus, 2 (1); in moderate surplus, 6 (2); in balance, 26 (23); in shortage, 0 (8).

### Local Area Developments

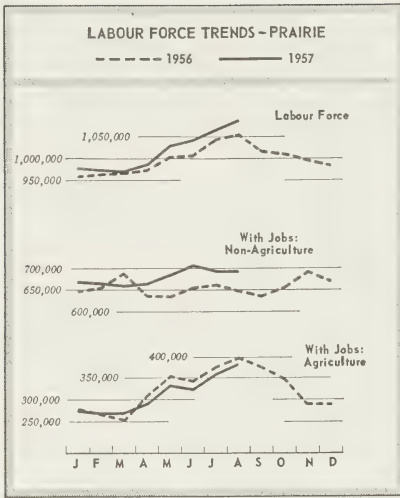
**Metropolitan Areas:** *Hamilton*—Reclassified from Group 3 to Group 2. Curtailment in production of primary iron and steel and railroad rolling stock and small seasonal layoffs in the rubber and textile industries brought the area into the moderate surplus group. Employment in the automotive industry remained seasonally low. Heavy damage to the tobacco crop reduced employment opportunities in agriculture. The construction industry improved considerably with prospects of steady employment in the months ahead. *Ottawa-Hull*—Remained in Group 3. Unemployment continued to decline, owing mainly to increased construction activity. Sawmills were working at capacity but activity in other wood products plants remained at a somewhat reduced level. *Toronto*—Remained in Group 3. A further slight decline occurred in unemployment. Light manufacturing, especially secondary textiles, showed increased seasonal activity. Heavy industry, with the exception of steel products and farm implements, continued active. Experienced industrial machine operators were in short supply. *Windsor*—Remained in Group 1. The closing of automobile manufacturing plants for model change-over and extended annual vacations resulted in extensive layoffs in this industry as well as in most feeder plants. Hail and heavy rains reduced the demand for farm labour. Construction employment showed some improvement.

**Oshawa** (major industrial). Reclassified from Group 2 to Group 1. A layoff of more than 5,000 automobile workers as a result of model change-over caused a substantial labour surplus. Work on the new model is expected to begin during the second half of September.

**Lindsay** (minor). Reclassified from Group 3 to Group 2.



## PRAIRIE



AGRICULTURAL employment showed a further rise in the Prairie region during August as labour demands were strengthened by the annual manpower requirements for the grain harvest. By the end of the month, harvesting was fairly well advanced though unsettled weather had delayed operations in most areas. In contrast to last year's general farm labour scarcity, no shortages were reported during August. Fewer workers were needed for the harvest this year because of reduced grain acreage and a smaller-than-average yield. At the same time, available labour supplies were augmented by employment contractions in other industries. Oil drilling, for example, has decreased substantially

throughout Saskatchewan and Alberta in recent months. Pipeline, highway and street construction also accounted for sizeable layoffs in some areas, releasing a substantial number of workers for the grain harvest. Harvest workers requested from Eastern Canada this year numbered fewer than 150 workers, compared with almost 700 in 1956.

With the increase in agricultural employment, persons with jobs in the region were estimated to have increased to 1,070,000 by August 24, an increase of 17,000 from the previous month and 22,000 from the previous year. Unemployment declined slightly during the month but remained slightly higher than a year before. Labour supply and demand were in much better balance in this region than in other parts of the country; registrations at NES offices in the Prairies represented 3.4 per cent of the paid workers, compared with 5.2 per cent for Canada as a whole. Moreover, the demand-supply situation was very similar throughout the region; in 18 of the 20 Prairie areas, registrations at NES offices amounted to between 2.3 and 4.1 per cent of the paid workers.

Swift Current and Weyburn were reclassified from the shortage to the balanced category during the month and with these changes, all areas in the region were in balance by September 1. Last year at this time, the area classification was as follows: in balance 3; in shortage 17.

### Local Area Developments

**Calgary** (metropolitan). Remained in Group 3. Employment changed very little during August. Business conditions remained more favourable than in most industrial areas in the country, though lacking much of the vigour that characterized the area last year. In contrast to last summer's widespread labour shortages, manpower requirements approximated labour supplies in almost all occupations. Year-to-year employment increases occurred in all major industries but the gains were not large enough to match the expansion of the labour force. The resultant increase in unemployment was fairly well spread over the various occupations.



**Edmonton** (metropolitan). Remained in Group 3. Unemployment continued to decline but by the end of the month it still was substantially higher than a year before. While general industrial activity has continued to show year-to-year gains, it is apparent that much of the expansionary force of recent years has been lacking. Construction, for example, showed a sharp year-to-year decline, causing cut-backs in production and employment in other industries; building material plants and distributive outlets were the most severely affected. Development and production of oil also contributed little to employment expansion this year. In fact, the industry has not been as active in the past two months as in the comparable period last year.

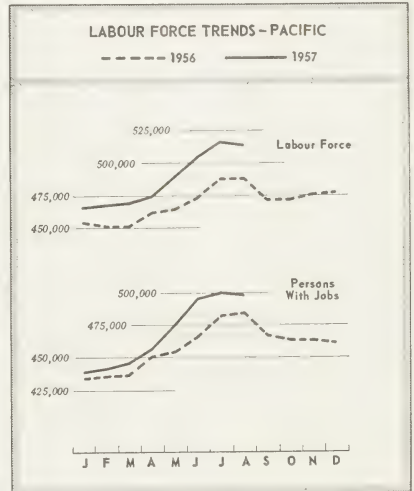
**Winnipeg** (metropolitan). Remained in Group 3. Unemployment declined moderately, largely because of increased hirings in seasonal industries. Construction showed the most improvement; fairly heavy demands existed for skilled and unskilled building workers. Manufacturing showed continuing strength during the month and there was evidence that certain types of skilled workers were in short supply. Machine shop workers, auto and body mechanics and skilled tradesmen for printing and publishing were reported very scarce.

**Swift Current and Weyburn** (minor). Labour shortages eased sufficiently in these areas to warrant reclassification from Group 4 to Group 3, but unemployment remained very low.

## PACIFIC

EMPLOYMENT in the Pacific region reached its seasonal peak early in August and varied little during the remainder of the month. Persons with jobs at August 20 numbered 498,000, about 15,000 higher than a year earlier. Unemployment fell only slightly from the July level and continued to be much higher than in 1956. The main reasons for the year-to-year increase were reduced lumber sales to domestic and foreign markets, decreased mining operations and the greater number of immigrants this year.

The seasonal rise in manufacturing activity was smaller than last year. Nevertheless, total manufacturing employment was somewhat higher than a year ago, the decline in the wood products sector being more than offset by increases in other activities. The most recent figures indicate, however, that forestry employment is more than 20 per cent lower than a year ago. Construction employment was considerably higher than a year earlier but there were still substantial numbers of unemployed construction workers at most points. The value of construction contracts awarded for the first seven months of this year was about 20 per cent lower than for the same period in 1956. Employment in mining was lower than a year ago, especially in base metals, but in transportation it was considerably higher. In agriculture, the



main demand for labour was for fruit pickers, and this was not so strong as last year. The supply of farm workers was better than usual because of the recent arrival of British immigrants with farm experience. Few occupational shortages existed during the month, in contrast to last year, when manpower was more fully utilized.

All labour market areas remained in the same category during the month. At September 1, classification of the ten labour market areas in the region was as follows (last year's figures in brackets): in moderate surplus, 2 (1); in balance, 8 (8); in shortage, 0 (1).

### Local Area Developments

**Vancouver-New Westminster** (metropolitan). Remained in Group 2. Last year this area was in Group 3. Although employment was higher than in 1956, labour supply far exceeded demand, in marked contrast to last year when various occupational shortages existed. Logging employment showed a year-to-year decline. Sawmill employment declined from July and was also considerably lower than last year. In manufacturing industries generally there was limited demand for labour, with one sizable layoff occurring in the pulp and paper industry because of high inventories and the weakened pulp market. Construction employment appeared to have reached its peak for the year, but the number of unemployed construction workers remained much higher than last August. There was less turnover of farm help than last year. Salmon and herring catches in August were considerably higher than a year ago.

**Victoria** (major industrial). Remained in Group 3. Employment continued to be higher than last year but the steady influx of immigrants and persons from other areas also kept unemployment higher than in 1956. Logging employment remained lower than a year earlier, with the demand for loggers light and the supply plentiful. Sawmill employment showed a year-to-year decline and lumber company officials did not expect any immediate improvement in markets. Some increase in the demand for construction workers occurred towards the end of August. Although a fair level of activity was maintained in this industry, the number of unemployed, especially carpenters, was larger than a year ago. Shipyards were active and no reduction in employment was expected during the remainder of the year. Some increase in lumber shipments to the United Kingdom provided additional work for longshoremen. There was little demand for farm workers.

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## NOTES OF CURRENT INTEREST

### **Minister Seeks Views on Labour Law Amendments**

Hon. Michael Starr, Minister of Labour, last month wrote to the principal labour and management organizations in Canada requesting their views on the amendment of the Industrial Relations and Disputes Investigation Act.

In his letter, dated August 12, the Minister said:

"I am arranging with the officials of my Department for a review of the provisions of the Industrial Relations and Disputes Act to determine what changes are advisable in the provisions of the Act to make it more effective for the purposes for which it is designed in its application to the industries which are covered thereby.

"In this review I would appreciate receiving the benefit of any considered suggestions which your organization would like to put forward for the improvement of the legislation."

The Industrial Relations and Disputes Investigation Act came into force nine years ago, on September 1, 1948. Its principal clauses provide for the right of employees and employers to organize, for the certification of trade unions as bargaining agents, and for the appointment of conciliation officers, conciliation boards and industrial inquiry commissions to deal with industrial disputes.

The Act combines the provisions for the settlement of disputes contained in the 1907 Industrial Disputes Investigation Act and the representation and collective bargaining provisions of the 1944 Wartime Labour Relations Regulations.

### **Opening Moves Taken in Winter Work Campaign**

Moves of the Department of Labour and the Unemployment Insurance Commission in another campaign against seasonal unemployment this winter are well under way, and materials for promotion in their own districts have been sent to local Employment Offices and local Employment Committees. Community programs will start in many districts in October and November.

For the past two winters campaigns in many centres across Canada have been conducted, with local support, to increase

winter work and to get materials moving during the cold weather seasonal lull, by encouraging the carrying-out of all kinds of work that can be done just as well in the winter as in the summer. The main campaign, which is starting early in January and will continue throughout the winter, will use the slogan "Do It Now—Why Wait for Spring?"

While it is difficult to estimate the results of previous campaigns from a national point of view, reports indicate that wherever local campaigns have been vigorously pursued they have been effective in increasing employment and business activity generally. The Department hopes that increased support will be forthcoming this winter from businessmen, industrialists, and householders as the wisdom becomes apparent of taking advantage of the availability of men and materials during the winter, instead of competing for them in the summer when demand is at its highest.

In past years, local campaigns have been well supported in the communities where they have been carried on. Reports show that newspaper advertising sponsored by local businessmen, editorials and news stories amounted to a total of 520 newspaper pages. Sponsored radio time in support of the campaign totalled 120 hours, and there were 7,166 donated or sponsored spot announcements. Television broadcasts totalled 10 hours, and there were 463 sponsored or donated spots on 22 stations.

To start the campaign this year, a publicity program including newspaper, radio, TV, poster and direct mail advertising is being arranged by the Department in co-operation with the Unemployment Insurance Commission. A 10-minute film entitled "It's a Crime" has been produced for showing across Canada. Wide distribution has been planned so that it will be seen by a large number of Canadians.

### **11,720 at Work on St. Lawrence Project**

At the end of August, 11,720 men were working on the St. Lawrence Power Project—5,250 for the Ontario Hydro Electric Power Commission and 6,470 for the New York Power Development. It was the largest working force assembled to date for the job, which was more than 60 per cent completed at month-end.





### **Arthur Maloney Named Parliamentary Assistant**

Freshman to Parliament, Arthur Maloney, QC, Member for Parkdale, on August 7 was appointed Parliamentary Assistant to Hon. Michael Starr, Minister of Labour.

To obtain such recognition in his first venture into the political arena is indicative of the outstanding ability he has demonstrated at a comparatively early age.

Arthur Maloney was born of pioneer parentage in historic Eganville, in Renfrew county, Ontario. His father, Dr. M. J. Maloney, was a veteran of the political wars and represented South Renfrew in two Parliaments. The doctor was outstanding in the medical profession and was the counterpart of Doctor McLure in his unselfish service to the back country.

After his primary training in the local schools, Arthur Maloney attended Lisgar Collegiate in Ottawa for one year and then entered St. Michaels College and the University of Toronto, from which he was graduated with a Bachelor of Arts in 1940. Following his course at Osgoode Hall he was called to the Bar in 1943. Ten years later he was a QC. He specialized in civil and criminal law and rapidly established a brilliant reputation in this field. He was prominent in some of the most important legal battles: he was defence counsel in the Suchan and Jackson case; and argued the Coffin appeal in the Supreme Court of Canada.

He was the youngest lawyer to appear before the Privy Council in England in the famous "Baby Duffel" custody case.

In 1954, he was appointed to Senate of the University of Toronto. In 1956 he was elected a Benchler of the Law Society of Upper Canada, the governing body of the legal profession in Ontario, being the youngest member elected in its 200-year history.

He served on Board of Parole of Ontario and was two years chairman of the Criminal Justice Committee of the Ontario Bar Association.

He married Lillian Labine in 1948 and they have one daughter.

A brother, James A. Maloney, QC, of Renfrew, is the Member in the Ontario Legislature for South Renfrew, and more recently is chairman of the Select Committee of the Ontario Legislature on Labour Relations (L.G., May, p. 550).

### **A. H. Balch Named to Canada Labour Board**

A. H. Balch, National Legislative Representative in Canada of the Brotherhood of Railroad Trainmen and Vice-Chairman of the National Legislative Committee of the International Railway Brotherhoods, has been appointed a member of the Canada Labour Relations Board.

He will sit on the Board as a representative of employees, filling the vacancy caused by the death of W. L. Best (L.G., June, p. 685).

Born in Wales, Mr. Balch came to Canada in May 1913. He was a resident of Fort Erie, Ont., until he came to Ottawa in 1951 as National Legislative Representative of his Brotherhood, of which he has been a member for 42 years.

Other appointments and retirements of interest to Labour are:

—Cyril W. Strong, President of the Newfoundland Federation of Labour, and for a long time organizer for the AFL in Newfoundland, appointed representative of the Canadian Labour Congress for western Newfoundland, with headquarters in Corner Brook.

—Keith Campbell, Montreal, appointed Assistant Manager, Labour Relations, for the Canadian Pacific Railway Company, and W. G. Thomson, also of Montreal, named Labour Relations Assistant for the Company.

Mr. Campbell has been assistant to the Manager of Labour Relations in Montreal since 1956. He was a major in the Toronto Scottish Regiment during the Second World War. Before the war he was employed by



the Company in the dining car and accounting departments, having joined the Company in 1935.

Mr. Thomson has been in the CPR's personnel department since 1935, and has been Supervisor of Wage Administration since 1956. He joined the Company in 1913 in Toronto as a clerk in the superintendent's office. He served with the Royal Flying Corps as a lieutenant in the First World War.

J. R. Kimpton, Assistant Vice-president of Personnel for the Canadian Pacific Railway Company, and a veteran of 20 years of labour negotiations for the Company, retired on August 1. Mr. Kimpton served as an employer's representative at the recent ILO conference in Geneva, and has been a key figure in negotiations with the 24 unions representing CPR employees.

Woodruff Randolph, President of the International Typographical Union since 1944, announced last month that he will retire next July 15, when his current term of office expires. Mr. Randolph is approaching his 30th year of service on the ITU Executive Council.

Frank Barrett, Vice-president and Representative in Canada of the International Brotherhood of Bookbinders, died suddenly on May 14. He was the first Canadian ever to be appointed to the International Executive Council of the union to represent Canadian members as an autonomous national group.

## Longshoremen's Unions Discussing Merger?

At the recent convention of the International Longshoremen's Association in Chicago, there was evidence that a great deal of discussion was going on behind the scenes with regard to a possible merger with the International Brotherhood of Longshoremen (AFL-CIO); but it was reported in the press that the leaders of the ILA at the convention were clearly trying hard to prevent the leakage of any details that might upset whatever arrangements had been made.

It was reported that overtures for peace with the object of arranging a merger had been made by responsible officials of both unions.

A union between the two bodies would ward off the conflict that is now brewing on the Great Lakes. The International Brotherhood of Longshoremen came into existence in 1953 after the ILA had been expelled from the AFL for alleged racketeering. A unit of the new union immediately took over on the Great Lakes, once a strong ILA region; but the IBL has failed in three attempts to oust the ILA from its jurisdictional hold over the U.S. eastern seaboard and Gulf longshoremen.

The ILA wants a national agreement with the shipping companies when negotiations for a new contract begin two years from now. The key to such an agreement is the Great Lakes, not the seaports. With the ILA therefore trying to regain its control over longshoremen in the Great Lakes there is a prospect of a fourth jurisdictional struggle, which might bring the same chaotic conditions to the inland shipping industry as those which have prevailed on the Atlantic coast.

A merger between the two unions might mean that the officials of the IBL would continue to carry on in the Great Lakes, but under the ILA banner. The latter union has always said that it is willing to allow the return of the officials who left it when it was expelled by the AFL.

The ILA has already gained a foothold on the Great Lakes by winning bargaining rights at Toronto.

Although he made no reference to a merger with the IBL at the convention, Capt. William V. Bradley, ILA President, made his first appeal for the formation of a giant transportation union through an alliance between his union and the United Mine Workers, another independent body. His proposal was unanimously supported by the delegates at the convention.

A resolution calling for the dismissal of any official of the union who had dealings with Harry Bridges and his International Longshoremen's Association was defeated.



## **Manitoba Ready to Join Hospital Insurance Plan**

Manitoba has become the seventh province to signify its intention of joining the national hospital insurance plan. In a speech given at Portage-la-Prairie last month Premier Campbell said that his province was "as good as in" the plan, although no formal notice of joining had at that time been given to the federal Government.

The Premier said that enabling legislation to allow Manitoba to take part in the scheme will probably be passed at the next session of the Legislature.

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## **Urge More Mortgages to Spur Wintertime Building**

A recommendation that the federal Government make special efforts to increase the supply of mortgage funds for the 1957-58 winter housebuilding program was made last month by the National Joint Committee on Wintertime Construction.

Reference was made by the Joint Committee in its submission to the authority of Central Mortgage and Housing Corporation to advance direct loans for housing construction when eligible borrowers under the National Housing Act are unable to secure a mortgage from normal lending companies and to the previous success of the Bank of Canada in persuading financial firms to allocate part of their investment funds to residential mortgages.

The Committee pointed out that it was essential that action be taken on this matter within the next month if its effects were to be felt during the coming winter. Efficient housebuilding operations required a good deal of planning and it was most desirable to get buildings "closed in" before the more severe winter conditions commenced in order to keep costs comparable to those experienced during the summer.

Concern was expressed regarding the likelihood of increased seasonal unemployment next winter as a result of the falling off in the housing program. Construction workers constituted the largest single group in those laid off during the wintertime and the building tradesmen and labourers working in housebuilding were more affected by the wintertime dip in activity than those in any other section of the building industry. The relative shortage of mortgage funds compared with previous years was seriously retarding the construction of new houses, the Committee said.

While home repair work represented a much smaller program than new construction, members of the Committee were encouraged to hear that the number of home improvement loans was rising. This type of inside work was particularly suited to the winter months, when skilled men and materials were in much better supply and it was not affected by the weather. Then again, the provisions of many long-term wage agreements called for higher wages next spring, the Committee pointed out.

Plans for an increased educational program to offset the outmoded prejudice of many Canadians against wintertime construction were discussed by the Committee. Local campaigns, press, radio, television, posters, films, field demonstration and technical research will be the main media used to promote the practicability of most types of construction in the winter months in terms of quality and over-all cost.

Member organizations of the National Joint Committee on Wintertime Construction include the Canadian Construction Association (sponsor), The Canadian and Catholic Confederation of Labour, The Canadian Chamber of Commerce, The Canadian Labour Congress, The Canadian Legion, The Canadian Manufacturers' Association, The Engineering Institute of Canada, The National House Builders' Association and The Royal Architectural Institute of Canada.

The Department of Labour and the National Research Council are associated with the project.

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## **Govt. Makes \$150 Million Available for Mortgages**

Two days after the National Joint Committee on Wintertime Construction had issued a recommendation that the Government increase the supply of mortgage money for the 1957-58 winter housebuilding program (see above), Prime Minister Diefenbaker announced plans to make available immediately the sum of \$150,000,000 for loans on low-cost houses.

The loans, the Prime Minister said, will be available to owner-applicants, builders and rental investors in all parts of Canada through existing approved lenders, who will operate as agents of Central Mortgage and Housing Corporation.

The loans will be made at the prevailing National Housing Act rate, 6 per cent.

In addition to providing more homes of moderate price, Mr. Diefenbaker said, the new program is aimed at increasing the number of job opportunities during the coming winter in the house-building industry and allied trades.



## **Automation Committee Named by CLC Council**

The Canadian Labour Congress Executive Council, meeting in Ottawa August 5 to 7, appointed a six-member committee to investigate the effects of automation on labour.

The Council also:

—Paved the way for affiliation with the CLC of the Brotherhood of Railroad Trainmen, which has 20,000 members in 111 lodges in Canada (see below);

—Recommended to provincial labour federations and local labour councils that they take suspension action against the International Union of Operating Engineers by September 1. The union was suspended from the Congress earlier this year for raiding other CLC unions. The union has a Canadian membership of 10,000;

—Confirmed Winnipeg as the site for the 1958 CLC Convention, which will be held April 21 to 25 inclusive;

—Named Executive Vice-President Gordon Cushing fraternal delegate to the British Trades Union Congress September 2-6;

—Agreed to urge the Government of Canada to adopt Conventions of the International Labour Organization. CLC International Affairs Director Kalmen Kaplansky reported that there has been a tendency on the part of the Government of Canada to support recommendations of the ILO but fail to take action on Conventions;

—Endorsed two no-raiding agreements among groups of member unions, one involving four unions in the paper box and paper bag production industry and the other three unions in the hospital field.

The executive agreed to step up the CLC program on international affairs in an effort to get greater financial support for the ICFTU. In addition, a proposal will be made to the Government of Canada that assistance to the Colombo Plan be sharply increased—particularly in the form of Canadian farm products.

Members of the committee to investigate the effects of automation on labour are:

Dr. Eugene Forsey, CLC Research Director; Cleve Kidd, United Steelworkers of America; James Murray, International Union of Electrical, Radio and Machine Workers of America; R. N. Gray, International Association of Machinists; Bert Hepworth, Canadian Brotherhood of Railway Employees and Other Transport Workers; and Carrol Coburn, United Automobile Workers.

Opinion of the membership of the Brotherhood of Railroad Trainmen about

affiliation with the CLC was recently taken in a referendum conducted among the lodges, and the result showed them overwhelmingly in favour of affiliation (L.G., Aug., p. 938).

The unions who are party to the no-raiding agreements approved by the Council are:

In the paper box industry—International Printing Pressmen and Assistants' Union of North America, International Chemical Workers' Union, International Woodworkers of America, and International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

In the hospital field—National Union of Public Employees, National Union of Public Service Employees, and Building Service Employees International Union.

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## **Railroad Trainmen Affiliate with CLC**

The Brotherhood of Railroad Trainmen, previously independent, has completed arrangements for affiliation with the Canadian Labour Congress, effective September 1, 1957.

The details were worked out at a meeting last month between BRT President W. P. Kennedy and General Secretary-Treasurer W. J. Weil, both from Cleveland, Ohio, and A. H. Balch, Canadian Legislative Representative, Ottawa; and CLC President Claude Jodoin and Secretary-Treasurer Donald MacDonald.

At the conclusion of the meeting, BRT President Kennedy said: "We hope eventually to participate in the CLC provincial federations and labour councils from coast to coast."

The Brotherhood of Railroad Trainmen, established in Canada for 74 years, represents freight and passenger conductors, brakemen, yardmen, switchmen, yardmasters, and dining car stewards on Canadian railways. The Canadian membership of the union is approximately 25,000 in 110 local lodges in every province.

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## **IAM, Brewery Workers Sign Mutual Aid Pact**

A mutual assistance and co-operation agreement in the United States brewery industry has been signed by the Brewery Workers and the International Association of Machinists.

The pact defines the jurisdiction of each union in the brewery industry and sets up procedures for settling disputes. It also provides for mutual aid and assistance in organizing and joint consultation and co-operation in collective bargaining.

## **AFL-CIO Rejects Union Of Staff Organizers**

At its four-day session last month in Chicago, the AFL-CIO Executive Council refused to grant a charter for a union of its own staff representatives on the ground that the organizers are already members of unions and are in a sense "a part of management", and that the ordinary employer-employee relationship did not exist in their case.

The group, which comprises 225 organizers, has formed itself into a union under the name of the Field Representatives Federation, apparently under the stimulus of a sense of insecurity as to their jobs. The organizing staff is reported to be larger than the labour federation would ordinarily need, as a result of the policy agreed to at the time of the merger of the AFL and CIO of not allowing employees to suffer because of reduced staff requirements due to the merger.

The new union is now in a position to petition the U.S. National Labor Relations Board for the holding of an election.

The Executive Council attacked the U.S. Administration and businessmen for statements that Labour is responsible for inflation, and also assailed the "tight money" policy as being the cause of patches of unemployment. A statement adopted by the Council said that with prices rising and industrial production going down, leaders of government and business are blundering dangerously in dealing with economic difficulties. It accused the government of trying to hasten a recession as a means of solving these difficulties.

Final hearing of charges against the International Brotherhood of Teamsters was deferred to September 5-6, and the Council decided to await completion of a grand jury investigation before starting proceedings against Maurice Hutcheson, President of the International Brotherhood of Carpenters, who is charged with profiteering on land sold to the Indiana Toll Road Commission.

Reports were heard on the Bakery and Confectionery Workers' International Union and the United Textile Workers. Officers of both unions have been charged with mishandling organization funds. Progress was reported in the affairs of the Allied Industrial Workers, which has voted to cancel an agreement to pay Anthony Doria \$80,000 for resigning as Secretary-Treasurer.

The Council completed action on the ouster of Paul Dorfman as an officer and member of Waste Material Handlers Local 20467 on grounds of violation of rules governing directly-affiliated unions. This

is the first case of expulsion of an officer of such a union.

Mr. Dorfman is charged with, through his wife, having profited to the extent of hundreds of thousands of dollars from an agency that handled the insurance of three Teamster units and charged excessive rates.

The meeting place of the 1957 AFL-CIO convention was moved by the Council from Miami Beach, Fla., to Atlantic City, N.J., because of difficulties involving several Florida hotels.

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## **Automation Seen Raising Bargaining Problems**

The central problem that automation raises for union and management in collective bargaining is the shifting in employment that is the inevitable consequence of technological change, says Jack Barbash, Research and Educational Director of the AFL-CIO Industrial Union Department, in an article in a recent issue of the *American Federationist*.

He refers to the four types of such displacement defined by Nat Weinberg, Research Director of the United Auto Workers; *external* displacement which throws an employee out of work; *internal* displacement which obliges a worker to change from one job to another in the same plant; *competitive* displacement which causes loss of employment in rival establishments whose competitive position is adversely affected; and *opportunity* displacement in which no one loses his job, but which leads to a contraction in job opportunities in the plant and in the industry as a whole.

Discussion of the effect of automation on employment, the writer says, is at present concerned mainly with the first type of displacement. This kind of change has not so far had serious effects because employment is now at a high level. Net employment figures, however, Mr. Barbash points out, do not show the extent of this kind of displacement, and do not show other kinds of displacement at all.

Collective bargaining from the union standpoint is concerned not only with total employment but also with changes in job titles, working conditions, and salaries, the article says.

Collective bargaining objectives of unions in general, with special reference to technological change, are enumerated as follows:

To moderate the force of reduction in employment opportunities.

To protect the individual worker from arbitrary and harsh action in the transition period by insisting on the union's having

a voice in the administration of technological change.

To prevent the impairment of earning opportunities.

To enforce safe working conditions.

To conserve a craft's standards of skill.

To protect union jurisdiction.

Collective bargaining is dealing with the effects of automation in two ways, Mr. Barbash says. First, it is re-fashioning collective bargaining provisions to meet the situation in the matter of seniority, guaranteed employment, severance pay, "improvement factors", reduction in hours, and other means of easing the shock of change for the individual worker.

Second, methods of job evaluation, time study, and incentives will have to be overhauled to meet the new situations brought about by automation. The establishment of automation committees to cope with and plan for automation long before employment is affected is also mentioned.

### **Severance Pay Provided In 266 U.S. Agreements**

Severance pay provisions were contained in 266 (about one-sixth) of 1,693 major collective agreements in effect late in 1955 and early in 1956 that were used as the basis of a survey by the United States Bureau of Labor Statistics. These clauses covered about one-fourth of the 7,300,000 workers affected by the agreements, which included contracts covering 1,000 or more workers in almost every industry except railroads and airlines.

The Bureau explains that "a dismissal or severance allowance is designed to cushion financial hardships of unemployment resulting from business fluctuations, plant mergers or shut-downs, technological and organizational changes beyond the workers' control."

Severance pay, the survey also notes, "is also, in some measure, compensation for the loss of such job-acquired rights as seniority, vacations, pensions and other benefits which accrue to the workers through length of service. From the employers' point of view, provisions for such payments help to build employee morale and good community relations, which accounts for the prevalence of the practice outside of collective bargaining."

Severance pay has grown little in the past decade or so, the Bureau says, compared with the rapid spread of pension plans and health and insurance schemes. Earlier studies conducted in 1945 and 1951 showed that severance pay provisions occurred in 5 and 8 per cent, respectively, of the agreements examined.

More than half the agreements which contained such clauses, and about two-thirds of the workers covered by them, were in three industrial groups—communications, primary metals, and electrical machinery. More than 90 per cent of the agreements in the communications industry contained dismissal pay provisions. In the primary metals group and in electrical machinery the ratios were two-fifths and one-quarter, respectively.

It should be noted that severance pay provisions are prevalent in two operations not covered by the survey. These are in agreements negotiated by the rail unions and the American Newspaper Guild.

Out of 266 contracts providing severance pay, 238 connected payments with length of service, 11 plans allowed uniform benefits regardless of length of service, and the remaining 17 did not specify the amount of dismissal pay.

In those plans in which payments could be ascertained the average was usually one week's pay for each year of service up to 15 years. After 20 or 25 years' service the ratio of benefits was usually higher.

Most of the provisions—more than 55 per cent—which graduated pay according to length of service did not set any maximum. The balance fixed a maximum. About half of those with a maximum, mostly in the steel industry, set it at eight weeks' pay after 10 years' service.

The most common occurrences that will qualify workers for severance pay are department or plant shutdowns, technological change, or simply lack of work.

In 67 agreements employees were given the choice of accepting dismissal pay or transferring to other jobs. Under other agreements employees had the option of being placed on a preferential hiring list.

### **Newspaper Guild Sets New Goal: \$200 a Week**

The American Newspaper Guild has changed its wage goal for experienced newspapermen from the \$150 a week it has sought for several years to \$200 a week. Several of the Guild's major locals have already moved to within a few dollars of the previous goal.

"We think the prosperity in the industry merits higher salaries," Guild President Joseph F. Collis said in his annual report. "The industry is in healthy economic condition. Advertising hit an all-time high last year."

The ANG represents 29,355 members employed in the news, editorial, business, circulation, advertising, promotion and maintenance departments of newspapers and other news-disseminating agencies.



## **Canadian Teachers' Pay Rises Less than Workers'**

"The relative economic status of teachers deteriorated seriously between 1938 and 1941 and then continued to deteriorate more seriously until 1951. The readjustment in recent years has not been sufficient to offset the loss experienced from 1938 to 1951." This is one of the main conclusions stated in a report entitled *Trends In The Economic Status Of Teachers 1910-1955*, which has recently been published by the Research Division of the Canadian Teachers' Federation.

"For teachers to have had the same percentage change in economic status from 1926 to 1955 compared with all paid employees in the labour force," the report continues, "they would have had to be paid \$155 more on the average. To have increased their relative position as much as wage-earners in industry, teachers would have had to average \$237 more than they received in 1955".

The report summarizes the findings of a historical study of trends in the salaries of teachers, and wages and salaries in industry, government, and business during the period 1910-1955, conducted by the Federation's Research Division.

The deterioration in the economic position of teachers, according to the report, is part of a general deterioration in the financial status of salaried employees in comparison with wage-earners, and of skilled compared with unskilled wage-earners.

"Data from the steam railways and federal Civil Service...indicate that the higher the relative economic status in 1926 the greater the deterioration between then and 1955. This is a significant finding that shows up again and again," the report says.

Under the heading, "Observations on the Narrowing Differential," the report declares that "the narrowing differential apparent between skilled and unskilled wage-earners, between salaried employees and wage-earners, and between the different qualification levels of teachers, has been caused principally by the policy of granting uniform increases 'across the board'."

It continues:

It has been suggested that the narrowing differential between earnings of various groups in the labour force is a social phenomenon of our economy, and there may well be a certain element of truth in it. For example the differential between sexes is gradually being removed. As a general hypothesis, however, it is open to serious question. In the long run a continued lessening of the differential would take the incentive away for improving one's position. Also,

the idea that the narrowing differential is a social force overlooks the possibility that lower-paid persons may have had too low an economic status in the absolute sense and, therefore, required an appreciable increase. This idea also neglects the law of supply and demand. Since the beginning of the depression until very recently, there has been no real shortage of technicians, engineers, executives, or for that matter, secondary teachers. There has been a shortage of teachers for some time in the elementary grades in rural areas, but because the minimum qualifications for these grades have been maintained at a relatively low level, it has been possible to obtain enough untrained persons to fill the need. All the evidence indicates that there has been a definite narrowing of the differential between the high-paid and low-paid categories in various occupations and groups over a long period of time. There is also evidence to show that this trend has been stopped in the last few years and may even be reversed as indicated by the latest federal civil service increases. A continuing shortage of highly-skilled technicians and professional and supervisory personnel should bring about the restoration of a great deal of the differential that existed in the late twenties.

The findings of the report are illustrated and substantiated by a large number of tables. Most of these tables are on teachers' salaries, but there are also some on the salaries or wages in other occupations, and a few income and labour force tables of a general nature.

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Higher pay and less work are the best remedy for a world-wide shortage of teachers, in the opinion of those who attended the meeting last month in Frankfurt, Germany, of the World Confederation of Organizations of the Teaching Profession.

Reports presented at the conference covering 40 countries showed that the shortage is almost universal, and in some countries it is getting worse. The conference, at which 3,000,000 teachers in the 40 countries were represented, agreed that economic conditions were the main cause.

One of the discussion groups at the conference held that teachers in North America and Western Europe were better paid by comparison with other professions and occupations than teachers in other countries. But even there, it was stated, teachers could not "maintain a reasonable standard of living" without doing extra work, while in many countries in other parts of the world "teachers must do a considerable amount of extra work in order merely to exist".

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Even though salaries are at a high level they must go still higher if the shortage of teachers is to be overcome, said Martha Shull, President of the National Education

Association, in her address to the Association's centennial convention held recently in Philadelphia.

The average classroom teacher in the United States, Miss Shull said, gets \$4,550 a year, which is more than double the amount teachers were paid 10 years ago.

## **1957 Wage Boosts in U.S. Larger than Last Year's**

Bargaining settlements negotiated in the United States during the first half of 1957 have generally been providing wage increases larger than those negotiated in 1956, according to a tabulation by the U.S. Department of Labor. Most of the increases this year have been 10 cents or more an hour, and more than a third are 13 or more cents. Although allowance must be made for a wide variation, this averages 1 to 3 cents more than comparable settlements last year.

The great majority of recent agreements, as has been common of late years, have also been providing more liberal fringe benefits along with the wage increases.

A tabulation of the wage increases reported from across the country shows the following: almost 35 per cent of the increases were for 13 cents or more an hour; almost 60 per cent were for 10 cents or more; and nearly 85 per cent amounted to 7 cents or more. In almost 5 per cent of the settlements, however, no increases were provided, these being chiefly in the depressed textile and clothing industries.

In several main industries, including auto and electrical equipment manufacturing, steel, railroads, and meatpacking, which involve large numbers of workers, there are long-term agreements with no wage bargaining in the first half of 1957. These agreements, however, do provide for automatic wage increases of two types: cost of living and fixed annual increases. The latter type includes deferred and annual improvement factor increases.

These two types of increases during the past year have together been providing 14 to 16 cents, amounting to an increase of about 6 per cent. These automatic adjustments compare favourably with increases newly negotiated this year, and they may have influenced the level decided on in some of the negotiations in other industries.

In addition to wage increases, almost 75 per cent of the settlements negotiated in the first half of this year have included improvements in fringe benefits. Some 35 to 40 per cent of the settlements provide increased health and welfare benefits, including life insurance, hospital and medical

protection, and pay for absence through illness. Pension plans have been adopted or liberalized in 20 per cent of the agreements.

About 30 per cent of the new contracts provide improvements in paid vacation plans, and about the same percentage allow more paid holidays.

## **U.S. Employment Service Has New Selection Plan**

A new system of selecting people to fill jobs on the basis of aptitudes, temperament, interests and physical capacity, rather than on previous experience in a particular occupation, has been developed by the United States Employment Service, and is being put into use in 1,700 of its offices. It is expected that it will be used on all new job applicants by the end of the year.

The key to this new method, which is described in a recent article in *Business Week*, is a handbook, *Estimates of Worker Trait Requirements*, which has just been published. In this book the aptitudes, experience, temperaments and kinds of skill needed for each of 4,000 jobs are analysed and coded. Eventually the U.S. Labor Department plans to have similar analyses for each of the 23,500 occupations listed in the *Dictionary of Occupational Titles*.

By the new method, if an employer wants a machinist, for instance, the handbook may show that other occupations have a "common profile" with that of a machinist. It may be found that other occupations require the same aptitudes and skill; and, according to the theory of the new system, persons with experience in those other occupations should be able to become machinists with a minimum of re-training.

Advantages claimed for this method of selection are: Where certain kinds of skill are scarce an employer's range of choice in filling a job is widened by his not being practically restricted to those who have had experience of that particular kind of work, that possibilities for re-training workers will show up more clearly, that it will help an employer to assess an employee's suitability for promotion, and that it will help those looking for work to form a clearer idea of their capacities.

Some experts, however, are sceptical about the new method. One characterizes it as being part of the "current fashion for rationalization of employment, recruitment, and placement practices". Another doubts the reliability of estimates of personal traits in relation to any given job.

# Employment of Older Men and Women

Article prepared by United Kingdom Ministry of Labour describes steps taken by Ministry and others to encourage employment of older workers

Successive Governments since the war have given a lot of thought to the employment problem resulting from the growing proportion of older people in the population and have enlisted the help of both sides of industry to make employers and workers aware of its importance. Arising out of the Government's interest in the problem, in March 1952 a National Advisory Committee on the Employment of Older Men and Women was appointed to advise and assist in promoting the greater employment of older men and women. The Committee has published two Reports: the first in October 1953 and the second in December 1955. Both were widely discussed and reviewed in the newspapers, on wireless and TV programs and through the medium of Rotary clubs and similar organizations. Their publication has thus been instrumental in focusing public attention on to the problem and has marked a major step forward in creating an informed public opinion on the subject and obtaining practical results.

The National Advisory Committee's investigation have left its members firmly convinced that although there are sometimes real difficulties behind an employer's refusal to keep on or engage an older worker, the root of the problem is the traditional attitude towards the older worker. Consequently, much of the Committee's work, particularly in the First Report, was aimed at bringing about a better understanding of the significance of the population changes taking place to show employers why they must expect their labour force in the future to be older than it has been in the past (it is estimated that in 1979 there will be about 9½ millions over the minimum pension ages, as compared with 6½ millions in 1951 and 2½ millions in 1911) and also to show the practicability of employing the older worker. Their practical recommendations were:

(1) that the test for engagement should be capacity and not age, and

(2) that all who can give effective service should have the opportunity to continue in work if they wish.

These recommendations have since been widely accepted as the general principles which should govern employers' engagement and retirement policy.

In their Second Report published in December 1955, the National Advisory Committee were able to report substantial progress in the intervening two years. They recorded many examples of resulting changes in employers' practices. They had found evidence of an altogether more favourable attitude towards employing the older worker, a greater readiness to consider an applicant on his merits without undue regard to his age, and a tendency for fixed retiring ages not to be so readily applied and sometimes to be abolished altogether. Labour shortages have no doubt aided this response but are not, it is believed, the sole cause of it.

Nevertheless it must be acknowledged that a great deal more remains to be done. There are still many establishments and whole fields of employment where no real changes have been made and the old traditional age restrictions still operate. The problem to be faced is not usually any positive objection by employers to employing the older worker, but often a sincere conviction on the employer's part that in his establishment there are special difficulties which prevent his doing so. The difficulties most frequently put forward are those associated with pensions schemes and with the desire to maintain promotion prospects for younger workers and to preserve a balanced age structure in this organization. The Committee has made some general recommendations about the lines on which these difficulties might be tackled but has deliberately avoided anything in the nature of cut and dried answers to specific problems. It seems clear that it is best for individual employers to try, perhaps with the help of others in a similar situation or with advice from their own industrial or professional groups, to work out a solution suited to their particular establishments.

The Committee has strongly recommended in its Second Report that industries should be encouraged to promote research into their own special problems. There is already a good deal of research going on in both the academic and practical study of many of the questions on which more information is needed, such as the effects of age on working capacity, the older worker's susceptibility to training, the most suitable forms of training, etc., but more research is needed. The



Committee is convinced that the scope for direct action by the Government in the field is limited, apart from what it can do as an employer (see below). It feels that any attempt to solve the problem by legislation, e.g., the imposition of some sort of quota, would be against the interests of older workers in general.

The Government as a large-scale employer of labour is playing its part in the application of this policy within its own field. There are no upper age limits for recruitment to temporary posts in the Civil Service and the age limits for many permanent posts have been raised. Special competitions were first introduced in 1955 to recruit men and women between the ages of 40 and 60 for pensionable posts in clerical grades and over 1,000 people were offered posts as a result of the first competition. The Civil Service has also abandoned a fixed retirement age, and it is the general aim to retain older staff as long as they are fit and willing, and provided there is work for them to do.

Local Authorities, the National Health Service and the nationalized industries have also been asked to review their staffing policies in the light of the recommendations of the National Advisory Committee. Many Authorities have made changes in their recruitment and retirement practices in accordance with these recommendations.

The Ministry of Labour through its Employment Exchanges has made special efforts to promote the employment of the older workers, e.g., by asking employers who notify vacancies with upper age limits whether these are essential, and in some cases getting them removed, and by making approaches to employers on behalf of individual older workers on their registers. The National Advisory Committee decided against recommending to the Ministry that special offices should be set up to deal with older workers on the grounds that this would single them out. It was considered that the interests of older workers could best be served by giving them an equal opportunity with younger people for consideration for any vacancies for which they were suitable, and this remains the aim of the Ministry's employment service. The Ministry's approach to employers is based on the assumption that older people can well afford to be judged on their merits and that the main need is for more opportunities for them to prove this. During the period from June 1953 to May 1956, the Employment Exchanges kept records of the numbers of men and women aged

41 and over who were placed by them. The records show that approximately a fifth of the total placings of the Exchanges during that period related to men and women over 40 years of age. This is fewer than was hoped, but it was encouraging to see that the numbers increased during the period.

### Effect of Pension Schemes on Engagement Policy

A section of the National Advisory Committee's First Report was devoted to this. The Committee felt that many occupational pension schemes did have an important effect in limiting employment opportunities for older workers, because the cost to an employer of providing a pension for a man who had already reached middle age when he was engaged is so much heavier, but they considered that solutions to the difficulties could and must be found. The most satisfactory basis for working out individual solutions, the Committee thought, was dependent on the principle that an employee entering on a new pensionable job after a certain age is entitled to the superannuation benefits related to the actuarial value of the payments actually made by him and on his behalf, and no more. If these principles could be accepted by employers and workers the Committee thought that most of the difficulties could be removed.

In its Second Report the Committee noted that an increasing number of employers were making arrangements with their insurance companies for modifications of their pension schemes in order to minimize the difficulties of admitting older workers to them, and also to encourage the continued employment of their older workers. Insurance companies have promised to assist in trying to remove obstacles to the engagement or retention of older workers wherever possible; much more, however, remains to be done in this field. It is generally admitted that not enough is known about occupational pension schemes, and in an attempt to remedy this deficiency an enquiry is being made at the present time by the Government Actuary's Department which it is hoped will, when combined with details already held by the Inland Revenue, enable more positive recommendations to be made, especially about the preservation of an employee's pension rights on change of employment.

Another aspect of the Government's policy in promoting the employment of older workers is revealed in the inducements offered in the National Insurance Scheme by way of pension increments to

men and women who choose not to retire when they reach the minimum pension ages. For example, for every 25 contributions paid between the age of 65 and 70 (60 and 65 for a woman) 1/6d. is added to the pension so that a man who works until he is 70 can earn a pension of 55s. instead of the 40s. he would have got at 65.

In 1953 the Ministry of Pensions and National Insurance carried out an enquiry at the request of the National Advisory Committee to obtain more information about why people retire at the minimum pension age or stay on at work. The questions were planned to find out how far employers' practices, working conditions, health, family circumstances or National Insurance pension arrangements influenced the decision to retire or otherwise. The enquiry revealed that in the sample taken six men out of every ten chose to carry on work either for financial reasons or because they felt fit enough to do so or a combination of both. Of the other four who did retire, two were doing so because of ill-health or the strain of the job, one because he was required to do so by his employer and the remaining one for a variety of other reasons. (The proportion of women who chose to stay at work was much the same as for men, as was the proportion of those retiring on health grounds, but more women gave family or personal reasons for their retirement and a much smaller proportion were compulsorily retired or discharged by their employers.) The report on the enquiry emphasized that importance should be attached to certain factors such as health and the existence of occupational pension schemes as causes of retirement.

### Training Opportunities for the Unskilled Older Worker

Research into the most suitable techniques of training older people in new skills, and on the extent to which the older worker may be helped in some occupations by slight adaptations of working methods, is being undertaken by universities and other bodies. There is no evidence that because a worker is no longer young he necessarily lacks the mental ability or physical capacity to undertake any training which may be required. In addition to the research teams at work in the universities and research institutes, some industries are undertaking or co-operating in some of the enquiries, e.g., the wool textile, and the iron and steel industries. The National Advisory Committee considers that studies on an industry by industry basis are of great value.

The Government provides training opportunities through its Vocational Training Scheme administered by the Ministry of Labour for a three-fold purpose:

(1) to enable disabled persons aged 16 or over who in the opinion of the Ministry need such training to take up suitable wage-earning employment or work on their own account;

(2) to assist in resettling in suitable civilian employment ex-regular members of H.M. Forces on their release; and

(3) to help able-bodied men and women to train for skilled work in trades which are under-manned and at the same time of importance to the national prosperity.

All courses are intensive and include progress tests and a passing-out test. They aim to teach in a short time, usually six months, by concentrated methods, skilled trades for most of which several years training in industry would normally be given. Eligibility is dependent on the trainee not being already qualified to undertake skilled work in an occupation in which there is a reasonable prospect of regular employment. There is no upper age limit. In 1955 information was assembled about the selection of older people for training, their performance during training and the results of their training.

**Selection**—Trainees aged 40 or over form only a small proportion of all trainees (about 7 per cent, when the count was taken). This is due partly to the domestic circumstances of older people, most of whom have formed a settled way of life with definite financial commitments. There must also be a reasonable prospect that the trainee will be able to secure regular employment in the trade after the completion of the course, and this condition is less likely to be satisfied by an older worker. In their choice of a trade older trainees usually favour the more practical trades rather than those which involve much theoretical training. As regards suitability, experience has shown that on the whole they take particularly well to work requiring patience, and to repetitive occupations such as some form of machine operating. The attitude of the individual, regardless of age, has proved the decisive factor in determining suitability for training.

**Performance during Training**—The progress of older trainees at the start of the course was found on the whole to be slower than that of younger trainees, partly due to lack of confidence, and throughout their training they tend to expend more effort on learning. As a result of their

greater application many speed up the later stages of training, and the proportion who have to have their courses extended is no greater for those over 40 than for those younger. It was not found that courses needed to be broken down for older trainees more than is usual.

**Results of Training**—The placing of older trainees at the end of their course is usually rather more difficult than in the case of younger trainees, but not more so than the placing of older workers generally. When they start work some may be hampered at first by lack of confidence but once they have settled down they tend to remain longer than a younger person both in their trade and in their job.

Another government scheme which assists a section of older workers is the Scheme of Business Training for ex-regular members of H.M. Forces, which has been in force since 1949. The aim of the scheme is to help the ex-regular who wants to enter industry and commerce and is in need of training to help him resettle in civil life, and ex-regulars of any age can apply for training. By its nature, the scheme is of much narrower application than the Vocation Training Scheme, but in the period from April 1949 to September 1956 nearly 700 trainees had been assisted under the scheme and had completed courses of training to fit them for junior executive and trainee managerial posts in industry and commerce, or to start in business on their own account. Here again more difficulty is experienced in placing the older trainee than the younger one.

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An example of a plan set up by a private concern to enable older workers to continue in employment after they are unable to stand the production pace is "The Rubery, Owen Conception of Continued Employment for Persons of Pensionable Age". Begun as an experiment seven years ago by A. G. B. Owen, Chairman of Rubery, Owen & Co., the plan has now spread to other plants in Sweden, Denmark and Holland.

According to Raymond Varela, writing in *The Financial Post*, participation in the plan was limited to workers of more than 70 years of age already employed in the parent plant of the organization.

Among the difficulties which had to be surmounted were: the method of remunerating the workers under the plan, the kind of work to be done and where it was to be obtained, how and by whom the older workers were to be supervised, hours of work, and the attitude of the trade unions.

The method of payment decided on was to separate the entrants into three classes, skilled, semi-skilled and unskilled; and to pay them the union-established rate for their jobs.

The union officials turned out to be favourable to the plan, making only one stipulation, that in case of a trade depression the older men were not to be given work which could provide gainful employment for union members employed in the parent plant.

Supervision presented more difficulty. At first an elderly lead-hand was chosen. Later, when it was decided that the workshop must become fully self-supporting, a qualified engineer with personnel management experience was appointed. At first he was disconcerted to find that his drawings and designs were criticized, but he soon realized that these older men wanted to be consulted when the work was being planned, and thereafter he made a point of doing so.

The question of what kind of work was to be done and where it was to be obtained was settled by selecting work from the departments of the parent plant to suit the mental and physical abilities of the older men. About 40 per cent of the work, however, was provided by orders obtained outside the parent organization.

The men were asked what hours they wanted to work, and they asked to be allowed to begin work an hour later than the workers in the main plant, and to be allowed to leave 15 minutes earlier to avoid the rush. They thus work a 37-hour week.

At present the number of older men employed under the plan is about two dozen, ranging in age from 69 to 86. They have two separate workshops of their own, and are provided with a lounge-reading room and a bowling green. The shops do their own buying, selling, costing, estimating, design and draughting, handle their own finance, and do their own sales publicity.



## N.Y. State Survey of Older Worker Problem

Difficulties of the older worker in finding employment are illustrated by figures recently published by the New York State Department of Labor. Men 45 years of age and older were found to constitute more than two-fifths of the male job-seekers registered with public employment offices in seven metropolitan districts in the state in 1956, but they obtained fewer than one-fourth of the jobs. For women the proportions were one-third of the job-seekers and one-sixth of the jobs.

Taking both sexes together, older workers were 40 per cent of the job-seekers and they obtained 22 per cent of the jobs—but this proportion was about 30 per cent in skilled and service occupations, and in the construction industry 35 per

cent. In clerical employment only one woman out of every 10 hired was 45 or older. Smaller firms hire twice as many older workers as larger firms, according to the report.

In all occupational groups older job-seekers are out of work longer on the average than younger ones, and women are out of work longer than men of corresponding age. In firms with pension plans only five out of 100 older workers leave their jobs in a year, compared with 14 out of 100 in firms without pension plans.

A survey made by the New York State Division of Employment in April 1957 showed that one out of three job-seekers in New York City was 45 years of age or older.

## International Association of Personnel in Employment Security Holds 44<sup>th</sup> Convention

Nearly 1,500 delegates told that government should inform industry of shortage of skilled labour but "basic job of improving opportunities for skilled workers belongs to industry, labour, education, community"

Government should point out to industry that there is a shortage of skilled labour, but the "basic job of improving opportunities (for skilled workers) belongs to industry, labour, education, and the community," said United States Under-Secretary of Labor James T. O'Connell in his keynote address to the 44th annual convention of the International Association of Personnel in Employment Security, held recently in Miami Beach, Fla.

Speaking to nearly 1,500 delegates on the subject, "Employment Security—Plans for Tomorrow," Mr. O'Connell pointed out that the numbers of women, older workers and very young workers are increasing, while the number of workers in the prime working ages between 25 and 44 is stationary. He urged that better opportunities should be provided for women, older workers, and others.

On the part which Association members could play in promoting employment security, the Under-Secretary said:

"No one ever reaches peak effectiveness in this field by sitting in his office brooding over a batch of statistical tables and job orders. To be the best kind of an employment security man you have to understand the community, know its people, its indus-

tries, its civic life. Mixing in community affairs, knowing the faces and the problems of the people you serve—this is part of your job."

### Edward L. Keenan

"As a nation we are confronted by the hard fact that trained workers are not being produced fast enough to keep pace with advancing technology and economic expansion. Shortages are cropping up everywhere, even in substantial labour surplus areas," said E. L. Keenan, Deputy Director of the Bureau of Employment Security, U.S. Department of Labor, in opening the convention forum on "Skilled Manpower for Economic Growth and Mobilization".

He said that industry, labour and government have vital roles to play in the future development of a skilled, creative and versatile labour force. He added that it was necessary to make better use of the manpower we have.

### Clifford A. L. Murchison

The keynote address on the third day of the convention was given by C. A. L. Murchison, Commissioner of the Unemployment Insurance Commission, who was one

of the Canadian delegates to the convention. Speaking on "Leadership, Integrity and Service," Mr. Murchison emphasized the importance of satisfactory service to clients, workers and employers, as the best means of holding public acceptance.

Mr. Murchison saw in IAPES a means of sharing experience and knowledge, and a vehicle for developing teamwork and job skill.

Mr. Murchison spoke of the work of advisory committees in the National Employment Service in Canada in advising and helping the physically handicapped, young people and older workers in finding employment.

He described a plan in which members of the Canadian Posters Association had placed posters on vacant billboards free of charge urging employers to consider the employment of handicapped persons. The Unemployment Insurance Commission had supplied the posters, 1,000 of which had been placed in the space of a year. The National Employment Service's placement of handicapped persons had increased almost 40 per cent since the billboards had been posted, Mr. Murchison said. The Posters Association has agreed to continue the arrangement and the UIC has designed a new poster for the purpose.

The Canadian Manufacturers' Association has agreed, the speaker said, to support the Commission's winter employment program, and to help in finding work for Hungarian refugees.

He spoke of the work of the NES in finding employment for professional workers and executives, and in helping to supply the demands of employers for workers of this kind. He also mentioned the efforts of the NES to help university graduates.

"At most of the important universities in Canada we have offices on the campuses where students and those about to graduate may register for employment; they are screened by our officers and made ready for interviews with prospective employers... Experience has shown that a counselling service for boys and girls who are about to enter the labour market is of inestim-

able value, not only to the new entrants but also to employers," said Mr. Murchison.

## Canadian Participation

R. P. Hartley, Moncton, N.B., Atlantic Regional Superintendent for the Unemployment Insurance Commission and a former president of IAPES, presided at a general session of the convention at which the theme was "Employment Security Plans for Tomorrow". Training in schools, communities, offices and factories to keep pace with technological advance was the main topic.

W. M. Roberts, Moncton, Regional Employment Officer for the UIC, was the moderator on a panel on "Increased Responsibilities of the Professional and Staff Worker".

W. T. Begg, Vancouver, Regional Enforcement Officer of the UIC, and A. J. Bouthillier, Montreal, Assistant Superintendent of the Quebec Region, participated in workshops. Edward Carr, Ottawa, Supervisor of Staff Training for the UIC, served as workshop summarizer.

A panel discussion on "Increased Responsibilities of the Professional and Staff Worker" was under the chairmanship of W. Morley Roberts, Moncton, Assistant Superintendent for the Atlantic Region, Unemployment Insurance Commission.

## Election of Officers

George B. Elleson, Bay City, Mich., was elected President for the coming year in succession to W. Garnett Johnson. Other officers elected were: Harry Van Brunt, Tallahassee, Fla., and Mary B. Keller, Columbus, Ohio, Vice-presidents; Ola M. Reeves, Juneau, Alaska, Secretary; and Carl T. Anderson, Nashville, Tenn., Treasurer.

Fifteen members of the Executive Board, elected in district caucuses, included the following Canadians: William T. Begg, Vancouver; Edward Carr, Ottawa; and Albert J. Bouthillier, Montreal.

Boston, Mass., was chosen as the site of the 1959 convention. Next year's meeting will be held in Philadelphia, Pa.

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Eleven hundred transit workers employed by the Greater Winnipeg Transit Commission have become members of the newly-chartered Division 1505, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (CLC).

The 1,100 workers had, for a period of 40 years, formed the hard core of the One Big Union, which in April 1956 became affiliated with the Canadian Labour Congress during the Toronto merger convention of the CCL-TLC.

The affiliation was granted on the understanding that the membership of the OBU would join the national or international union holding the appropriate jurisdiction. The street railwaymen's union represents the majority of transit workers.

# The Working Life of Women

United States Bureau of Labor Statistics compiles tables, based on life tables and on labor force data, that estimate the work-life expectancy of all women, and of women working at a particular time

A study of the patterns of the working life of women that should be of great importance in promoting understanding of the problems of women workers and may aid in evaluating the work-life potential of the female population under different social and economic circumstances has been made by the United States Bureau of Labor Statistics.

Dr. Stuart H. Garfinkle of the Bureau, by adapting the technique used in the construction of life tables that summarize the mortality experience of a population at a particular time, has developed tables dealing with the working life of women\*. Earlier similar tables had been worked out for men.

In addition to estimating the work-life expectancy of all women, Dr. Garfinkle has also tried to estimate the work-life expectancy of those women who are working at a particular time, which is, of course, greater. To have some idea of the length of time that working women will continue to work is, as he points out, "of great

interest in pension planning, and in determining personnel policies as well as in measuring the socio-economic status of the female population".

The life table starts with an hypothetical group of persons—usually 100,000—born alive, and follows it through successive years of age, taking account of the mortality experience for each age group as of the base period. Similarly, the working life tables follow through the experience of an initial group of 100,000 at birth. In addition to noting losses due to death, the tables take account of the rates at which persons enter and leave the labour force. This is based mainly on participation rates and marital status of the labour force. From these data is derived "work-life expectancy", i.e., the average number of working years remaining at each specified age. Tables are presented from which it is possible to estimate prospective losses at various ages from death, marriage, retirement and other causes.

An abbreviated version of one of the key tables follows. Dr. Garfinkle's table from which this one was prepared gives estimates for every year of age from 14 to 64. For this illustration every fifth year was selected.

\*Tables of Working Life for Women, 1950, Stuart H. Garfinkle, U.S. Department of Labor, Bureau of Labor Statistics Bulletin No. 1204. A comprehensive technical appendix gives details of the computations and the assumptions made.

AVERAGE REMAINING LIFETIME FOR ALL WOMEN AND AVERAGE NUMBER OF YEARS OF WORK REMAINING, AT SPECIFIED AGES, BY MARITAL STATUS, 1950

Years of Age	Average Remaining Lifetime for all Women (in years)	Average Number of Years of Work Remaining			
		All Women	Single Women	Ever Married	Other Marital Status
15 .....	58.52	15.8	16.0	13.2	26.6
20 .....	53.73	14.5	15.1	12.2	24.1
25 .....	48.99	12.4	13.3	10.9	21.7
30 .....	44.28	10.9	21.6	9.7	18.9
35 .....	39.63	9.4	20.6	8.4	15.9
40 .....	35.06	7.8	17.6	7.0	12.8
45 .....	30.64	6.1	14.1	5.4	9.7
50 .....	26.40	4.5	10.8	4.0	7.0
55 .....	22.33	3.2	7.8	2.8	4.6
60 .....	18.50	2.0	5.1	1.8	2.6



The author set out to measure "to what extent family responsibilities affect the propensity of women to work outside the home" and how such factors as age, marriage and presence of children influence their working life. He states that "although there is no typical pattern of working life for women, estimates of the number of years of work likely to be performed by each age group in the female population can be developed on the basis of experience".

The problem was attacked by choosing a so-called "stationary population" adapted from the actuarial technique of measuring life expectancy. The population selected was an hypothetical group of 100,000 girl babies born alive in 1950. The data are American; naturally, Canadian figures would produce different results but many of the generalizations would probably apply to this country. The assumption was made that marriage rates, birth rates and death rates remain constant throughout the lifetime of any group of 100,000 girl babies born alive annually for an indefinite period.

The three major demographic factors used in the analysis all significantly affect the propensity of women to work, but age was found to be not nearly as important as marriage and the presence of children. Naturally, the latter two factors are intertwined, but under 1950 conditions by far the more important reason for keeping married women out of the labour force is presence of children rather than marriage. Because such a large part of the adult female population is made up of married women, "age is less important than the presence of children in determining the worker rates for all women".

Single women have relatively high worker rates at every age; but by the age of 20, one-half of all women in the United States are married and three-fifths of the married women at this age already have children. From age 22 on, such a high proportion of women are married that although their worker rates are much lower than those for single women the number who are working make up an important part of the female labour force. At age 30, three-fourths of women workers in the United States are married.

The peak of the worker rate for single women is in the late 20 age-group, when about 80 per cent are employed. This is close to the proportion of single men in the labour force. For married men of that age the rate is higher, but for married women of the same age it is much lower.

Throughout the twenties the worker rate for single women increases steadily, as does

the rate for the relatively small number of widowed, separated and divorced in that age group. But because such a high proportion of all women between 20 and 30 are married, the continuous decline in work participation by married women is sufficient to produce an over-all decline in worker rates for women.

At 20 the average woman can expect to live an additional 54 years and to work for 15 years. This is the average for all women whether they work a lifetime or not at all.

Because many factors in addition to disabilities and retirements enter into calculation of the work-life expectancy of those women who are working, it is more difficult to predict than the work-life for the whole female population. For this reason Dr. Garfinkle chooses a few groups whose work careers are more or less continuous, and for them he works out tables of probable working life.

For instance, he calculates work-life expectancy for working women who remain single. They usually continue to work until they are disabled or retire. For them work-life expectancy at 20 is about 40 years, considerably less than for men of the same age but much longer than for all women.

Another stable group of working women selected are those who have been married once, are living with their husbands, and who do not have children. At 20 their work life expectancy is 31 years.

Because few women enter or re-enter the labour force after age 50, the "over 50" group is also relatively stable. A calculation is made of the work-life expectancy for this group. At that age life expectancy of the working woman is about 26 years and work expectancy is 14 years, leaving some 12 years for retirement. (For working men of 50 on the average 23 years of life are still ahead, and work expectancy is 17 years, allowing six years for retirement.)

It is stated that "virtually all separations from the labour force up to age 35 are due to the combined effects of marriage and birth of children". The latter has now become the more important cause. For every woman who leaves work on marriage, three work until the first child is born.

Labour force exits due to childbirth are, of course, concentrated in the younger age groups. Other factors such as illness or disability become important after age 45. A rough estimate of the average number of years that women spend out of the labour force is 10 years.

It was established that "the presence of children of pre-school age is the predominant factor in keeping women, regardless of their age, out of the labour force". The

proportion of mothers of pre-schoolers who work runs between 10 and 15 per cent.

A higher proportion of mothers work when the children reach school age, but for women past age 25 it is less than one in three. Some mothers go to work when the children reach school age but, according to Dr. Garfinkle's calculations, they are still a small minority. Mothers between the ages of 25 and 39 are those most likely to take outside employment when the children go to school. But even in the age-group 30 to 34, which is the peak for accessions because children have reached school age, only about 8 per cent of the mothers whose children reach school age go to work.

When women go to work at 45 or over it is much more likely to be because of loss of a husband than because children have reached school age. By that time 16 per cent of the "ever married" women have moved into the "other" category. That is, they are widowed, separated or divorced. Dr. Garfinkle suggests that "women with husbands may stop work for minor disabilities, while women without husbands would be forced to continue working under the same circumstances".

Since a married woman usually has some choice whether to work or not, marriage is, of course, a factor in keeping her out of the labour force. But a much more compelling factor is the presence of children, particularly young children. The highest worker rates among married women are for those who have never had a child.

Charts are presented in the bulletin which show that the pattern of continuing to work after marriage and until birth of the first child is associated with the social and

economic conditions of 1950. In 1940 the picture was quite different. Then three out of four girls stopped work on marriage, which meant that with a much smaller proportion continuing after marriage there were fewer left to drop out on the birth of the first child.

In 1940 the event precipitating the drop-out was marriage; in 1950 it was childbirth. However, Dr. Garfinkle shows that the combined effect of these two factors is practically identical in the two years. In that decade there was a great change in the marital status of the women who make up the female working force. This reflects the higher marriage rates and the lowering of the age at marriage as well as improved economic conditions which made it easier for married women to continue working.

The work potential of a girl baby rose from 12.1 years in 1940 to 15.4 years in 1950. The greatest absolute increase in worker rates between 1940 and 1950 was for women who had never had a child. Even in 1940 this group at all ages except 20 had the highest worker rates among married women. If conditions continue to permit and encourage women to keep on working after marriage, there will be a growing group of married women in the labour force consisting of those who never have children. Many of them under 1940 conditions would have stopped work on marriage, and re-entry would not be as likely as continuation if there was no interruption. Since it has been shown that for the childless married working woman, work expectancy at 20 is 31 years, an increase in participation by this group will tend to lengthen the average work-life for women.

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## ***IUE Will Seek SUB Plan At General Electric***

The International Union of Electrical Workers has announced that it will seek supplementary unemployment benefits in its 1958 bargaining with the General Electric Company.

The announcement was made following a late July meeting of the IUE's GE conference board at Atlantic City. Joe Callahan, head of the conference board, told the press that "we don't think job security is limited to supplementary unemployment

benefits either. Wages could also enter into the discussion."

He declared that the union is concerned with job security problems because of unemployment at GE. In May, the union said, employment in its GE bargaining units was down 11,000, or more than 10 per cent.

The IUE conference board is composed of representatives of some 70 union locals and covers 100,000 GE workers.

IUE's contract with GE runs until 1960 but is open next year for discussion of employment security matters.

# Women in Canadian Banking

In January 1957 more than 33,000 women were in salaried positions in Bank of Canada, the chartered banks, The Canadian Bankers' Association

A survey in January of this year shows that more than 33,000 women are in salaried positions in the Bank of Canada, the nine chartered banks and The Canadian Bankers' Association, it is reported in an article, "Women in Canadian Banking," in the Summer 1957 issue of *The Canadian Banker*\*. Of the 33,000, the Bank of Canada has 550, the chartered banks 32,519, and the Association, eight.

Extracts from the article follow.

## Women's Positions in the Bank of Canada

"Two of the main functions of the Bank of Canada are the issuing of currency and management of public debt. Most of the work of the women on the staff has to do with these two operations. The counting of unissuable notes received from the chartered banks is done by women. Ten note examiners scrutinize new notes as they come off the press in sheets of twenty-four, to see that both signatures are correctly printed thereon. Incidentally, the notes are printed by the British American and Canadian Bank Note Companies, signatures being added at the Bank of Canada itself.

"Managing the public debt includes the issuing, recording and redemption of bonds, and the payment of interest by cheque or coupon. A continuous audit is also made of the reserve of bonds, and audit clerks are there to check every withdrawal from or addition to the reserve. There are a number of women in supervisory positions, responsible for up to 40 female clerks. Women also hold positions as tellers.

"In addition to the foregoing, there are positions as secretaries and librarians. A specialist with economic training and now holding the title of chief librarian of the Bank of Canada is Miss Helen Costello. Farther up, in an administrative position, is Miss Mary Katharine Rowland as personnel officer.

"Miss Rowland is one of two women whose names are listed with the officers on the annual reports of Canadian banks. On January 1, 1952, Miss Rowland was appointed a personnel officer in the Bank

of Canada, where, as in the chartered banks, women outnumber the men. She is the administrative officer for the 550-odd women among the bank's total staff of 800...

## Women and Branch Banking

"There are 4,445 branches of the chartered banks in Canada. Emergency needs for the staffing of these branches forced banks to entrust an increasing amount of work to women; and women with their innate interest in members of the human race are a 'natural' in branch banking, which abounds in human relations and is alive with problems requiring imagination and understanding service.

"The largest single occupational group among women in the branches is that of teller. Women now hold tellers' positions even in the first and second cages in the large city offices. The stenographer and ledgerkeeper groups are almost as large. Machine operators form an increasingly large number, as branch accounting processes become more mechanized, and there is a variety of other clerical jobs. Collection departments are typically staffed with women; many women are discount clerks; and the position of utility clerk is often held by a woman. Various banks report the following:

We have to advise that we do not have any female appointed accountants. However, we do have some performing duties in branches with say eight or less on the staff who are classed as utility clerks. Many are in charge of current account or savings departments and some are assistant accountants.

We have, for some time, been appointing women and a good number now hold the rank of accountant or assistant accountant.

We have three female appointed accountants on our staff...

We have some very capable young ladies in the accountant's department throughout the service, holding positions of responsibility and performing their duties in a very satisfactory manner.

"Women in foreign exchange 'trading branches' are holding positions which require a high degree of responsibility and skill.

"In large branches, proof, collection and discount departments are very often in the charge of women.

"Very few banks have more than one or two branches where no woman is employed.

\*Permission to reprint extracts from the article, written by Helen Stephens of the Bank of Nova Scotia, Ottawa, was granted by C. S. Howard, Managing Editor of *The Canadian Banker*. Miss Stephens was winner of the D. R. Wilkie Scholarship Essay Competition in 1956.



It is not unusual, under present working conditions, to have female members of the staff even in the frontier mining branches.

"From information received I have chosen the following as representative of women in Canadian branch banking. They are from the number of their sex who have been given titles by their banks.

"Miss Mary Pollock of the Bank of Montreal is the first bank woman in Canada to hold the title 'assistant to the manager,' being appointed to the position in February of this year at her bank's branch at Sherbrooke and Drummond Streets, Montreal.

"Miss Pollock spent some time finding employment 21 years ago. In 1936 it was not easy. The one place she was sure she did not want to be was a bank, but after submitting applications to all the usual places with no results, she was offered a post by the Bank of Montreal as a temporary stenographer, replacing one who was having an appendix operation. The temporary position lasted only four weeks. Later on, when the stenographer who had the operation resigned to be married, the branch accountant remembered Miss Pollock and asked her to come back. She has been with the Bank ever since.

"Miss Irene Reynolds, Assistant to the Manager, Bank of Montreal, is a bank woman who is recognized by her bank for successfully taking a very active part in the lending business which, as we are all aware, is one of a bank's chief functions—putting deposits to work in the form of loans to individuals and business concerns. Miss Reynolds' duties in her bank's Saskatoon branch for the past 28 years have been in this field and she has been in charge of the liability department for more than 20 years. Her duties include personal and farm improvement loan applications and the preparation of commercial account statements. Very few women have been allowed to carry out these interesting and responsible duties in the credit work of a bank. In a western branch, over the years 1928 to 1956, Miss Reynolds has achieved a name for herself in this field and has thus reflected credit on bank women in general.

"Irene Reynolds started to work in the Bank at Outlook, Saskatchewan, during the first war, when young men were joining the services and branches of chartered banks were having difficulty in maintaining adequate staff. She started at the bottom as junior clerk, 'peddled drafts' and worked her way up through various posts to that of teller. In 1927 she was transferred to Regina where she held a teller's post for two years.

"Although it was her intention upon entering the bank to stay for only a year, Miss Reynolds found the work sufficiently interesting to make it her chosen vocation, and this in spite of many offers of employment from outside sources...

"Bank woman Miss Jeanne Arbuckle, of the Toronto-Dominion Bank, it appears, is recognized by her bank as a 'business-getter'. When, in November 1956, a new branch of her bank was opened at Eighth Avenue and Nanaimo Streets, Vancouver, she was appointed acting accountant. Three months later, in February of this year, she was appointed accountant...

"One of the outstanding bank women is Miss Marguerite Cannon, assistant accountant in the Owen Sound office of The Canadian Bank of Commerce. She started her banking career in 1925, six years after the branch was opened...

## Head Offices and Regional Offices

"Many responsible positions are held by women in the regional and head offices of Canadian banks. In one instance, at least, a woman with women assistants manages the bank's register of shareholders, a position which involves the sending out of dividends and other very important work. Women do skilled work in the investment, staff, chief accountant's and other departments. They also hold positions as office supervisors in head office departments. Most of the banks stress the fact that all promotions are made from staff—a policy that applies right to the executive levels.

"Still following the modern trend, university-trained women find a place performing duties of a specialized nature. Staff magazine editors, Miss Ruth Manson and Mrs. Jocelyn Classey, hold university degrees. Some banks have graduate dietitians in their cafeterias. A bank reports: 'Some of our secretaries have college degrees, but a degree is not an essential prerequisite to holding such a post.'

"Most of the banks have university-trained librarians, trained also in economics. Mrs. Elizabeth Hearn, a chief librarian, has been in banking for a number of years, starting as an economist...

"Miss Anita Martin, who is concerned with the preparation of statistics and economic research in another bank, is a graduate of Queen's University. She has made a name for herself among the initiated as a sound observer and analyst, also as a writer of lucid prose on economic subjects.

"A specialist, listed with the other bank officers on a bank's annual report, is

Dr. Lucy Morgan, Manager of the Economics Department, The Bank of Nova Scotia.

"Two years ago Dr. Lucy Morgan was appointed as manager of the economics department in her bank's general office in Toronto. She has full responsibility for supervising the work of her department, which has a staff of nine who study and analyze economic material of all kinds. They prepare reports and memoranda on general business conditions, prices, employment, retail trade and capital investment, markets for all sorts of commodities, banking and monetary trends and many other subjects, for the use of officers of the bank, and sometimes for customers. In addition, they prepare the Bank's *Monthly Review*...

### The Canadian Bankers' Association

"Women also are employed on the staff of the CBA as secretaries, stenographers, bookkeepers and junior clerks. The senior stenographer and bookkeeper are engaged in the compilation of statistics, mainly where arrangements have been made with governmental branches for provision of banking data. Senior stenographers are allowed to draft their own correspondence with banks and others, and for the ambitious woman with energy and spirit there is opportunity for advancement within the Association.

"There is also opportunity for writers. The official publication of the Association is *The Canadian Banker*, which 'would welcome a greater interest by bank women as both writers and readers'.

"The Association sponsors the Fellows' Course for bankers. This is given by correspondence from Queen's University. The course has always been open to women but comparatively few have taken advantage of it. Miss Mary Pollock, mentioned earlier in this article, is a Fellow of The Canadian Bankers' Association. It is stated that this course, along with bank training, is of university standard. At present there are only eleven women in a total enrolment of 300. However, most banks are represented by these women from Grand Falls, Newfoundland, to White Rock, British Columbia.

"In spite of the fact that Canadian banks have the 'new look' both inside and out, they remain intrinsically the same sound, reliable and conservative institutions which have weathered economic crises in the past and have been a mainstay in the development of Canada.

"The impressive fact today is that, where once stenography was the only assured 'shoehorn' women had to employment in a bank, now they hold, and have 'made good' in, a variety of responsible posts."

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## Extent of Workers' Participation in Management in West Germany

Biennial report of German Trade Union Federation reveals that fewer than half of the workers' representatives on boards of management are themselves workers. Four Acts provide basis for "co-determination"

The degree to which workers in the German Federal Republic participate in management of enterprises in the country is explained in the biennial report of the German Trade Union Federation, recently issued.

The participation of the workers in management in the German Federal Republic has been regulated by four Acts. They are: the Act Concerning Co-determination, May 21, 1951; Works Constitution Act, July 30, 1952; Representation of Public Servants Act, August 5, 1955; Act of August 7, 1956 (supplementing 1951

Act) for extension of co-determination to holding companies producing coal, iron and steel.

The theory of "co-determination" is equal partnership of capital and labour in the operation of an enterprise, and was introduced in the Ruhr steel plants in 1947, when British occupation forces took over the plants.

Fearing that co-determination might end when the plants were returned to private interests, German trade unions undertook, in 1951, a campaign for legislation to continue the idea and extend it to the mining industry. The campaign was successful.

The 1951 Act provides for equal representation of workers and shareholders on boards of supervision of projects. Generally there are 11 persons on these boards. Five represent the workers, five the shareholders. The eleventh member is nominated by a majority of the members of the board, including at least three from each group. One member of each group must be independent, that is, he must not be an official or employee of a trade union or employers' association, nor may he have any interest in the undertaking of a financial nature or work in it.

Two of the worker representatives (one a manual worker and one non-manual) are nominated by the Works Council from among employees of the undertaking; one is nominated by the trade union representing the majority of the workers; one by the federation to which the union is affiliated; and one—the independent member—by the trade union. The Works Council must be consulted about nomination of the latter three.

An analysis of the workers' representatives' occupations as shown in the biennial report is as follows:

Senior salaried staffs, directors and business managers, 16.3 per cent; managers, senior government officials, burgomasters and Members of Parliament, 4.5; newspaper editors, 1.0; chartered accountants, 1.6; professors, school teachers, 1.0; established officials, 4.0; lawyers, 3.5; technical salaried employees, 5.0; senior mine foremen, 5.0; commercial employees, 9.0; skilled manual workers, 12.5; miners, 14.0; semi-skilled workers, 0.6; permanent trade union officials, trade union experts, advisers and employees of the trade unions, 22.0 per cent.

The foregoing shows that fewer than half the workers' representatives are themselves workers. The Trade Union Federation's policy decrees that the majority of worker representatives should be wise, experienced, moderate trade union officials, or men of this type in other walks of life, acceptable to the unions, and also that the unions shall have the right of veto over candidates elected by the workers.

The Federation adopted its policy because "competent representatives were seldom available in sufficient numbers" among the workers of an enterprise, and also because a popular choice of the workers might not be the most suitable person for the job.

Persons selected by the Works Council are almost invariably its chairman and vice-chairman, the former a wage-earner, the latter a salaried employee. The other

three labour members are usually named by the German Trade Union Federation, and the Metalworkers' Union, and the third—who must come from outside union circles—by the two unions. This latter member is usually a government official.

Top management, according to the 1951 Act, consists of a board of management, normally composed of a production manager, a commercial manager and a labour manager, with a monthly rotation of chairmanship. The labour manager has the same rights as the other members of the committee, but he is not considered as duly elected unless a majority of worker representatives on the board of supervision vote for him as well as for the board as a whole.

The labour manager is required to reconcile social requirements of the workers with the economic plans of the undertaking. However, to be successful in his task, he must have had considerable managerial experience. Many of the labour managers are men who have gained administrative experience in politics or in government service rather than in industry. This is because only limited numbers of executives in Germany were ever wage-earners.

Under the Works Constitution Act of 1952, in all undertakings in private industry (including mining, iron and steel industries) with not fewer than five regular employees entitled to vote, the workers elect a Works Council. In undertakings with more than 100 employees there must also be an economic committee composed of representatives of the owner and workers, in equal numbers, the latter including at least one member of the Works Council.

There are two other groups provided for in undertakings. These are an assembly—made up of all employees—and a general council for undertakings having several establishments.

The Works Council participates in the management of the undertaking as regards social, personnel and economic matters. Action on a number of matters including hours of work, leave arrangements, vocational training, piece rates, methods of remuneration and the works rules can be taken only with the consent of the Works Council.

If agreement cannot be reached, the matter may be referred to a mediation board composed of workers and management in equal numbers, and the board's decision is binding. Works agreements may also deal with other social matters, but such agreements are voluntary. Social matters already governed by a collective agreement (or by legislation) cannot be regulated by a works agreement.



The Works Council has certain rights concerning the changes of jobs, hiring and firing. In economic matters it can interfere only where action of an employer may have direct bearing on the level of employment. The employer is not bound by council recommendations on economic matters, but must pay compensation if he fires workers contrary to a conciliation proposal of the council.

There is also provision in the 1952 Act for participation of workers in management by virtue of membership of the board of supervision.

In all joint stock companies (except those in the steel, iron and mining industries) one-third of the members of the board of supervision must be elected by the employees of the undertaking. The representatives of the workers have the same rights as the shareholders. A prescribed number of the former must themselves be employed in the undertaking—the remainder need not be.

The Representation of Public Servants Act of 1955 applies to all officials, salaried employees and employees of the federal administration, of public corporations, institutions and foundations and of the federal courts. The Act establishes a

scheme for staff representation and consultation for federal employees, and it also defines the principles which are to underlie regulations relating to these matters for employees in the provincial administrations. However, at the same time it explicitly safeguards the freedom of association of public servants and the rights of trade unions and employers' associations.

Staff representation is entrusted to bodies set up at the various administrative levels. A staff committee must be established in any unit covered by the Act normally employing five persons entitled to vote.

Generally speaking, the functions of the staff committee are to submit to the chief of the unit proposals relating to the improvement of the conditions affecting the unit and its staff, to ensure that statutory and contractual provisions are observed, to assist in the settlement of individual requests and to ensure that a proportion of persons requiring special protection—disabled soldiers, for example—is recruited.

The Act of 1956 extended a measure of "co-determination" to holding companies concerned with the production of coal, iron and steel. This legislation also contains provisions for representation of workers on management boards and the appointment of a labour manager.

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## Canadian Farmer-Labour Co-ordinating Council Holds First Meeting

The Canadian Farmer-Labour Co-ordinating Council, successor to the Farmer-Labour Economic Council, which recently held its first meeting in Winnipeg, is the first body of its kind to give representation to provincial as well as national organizations. The former body represented national organizations only. Official representatives present at the meeting of the new council were from the Canadian Labour Congress and the Interprovincial Farm Union Council, as well as from provincial bodies of the national organizations.

The chairman of the new council is James Patterson, President of the Manitoba Farm Union and of the Interprovincial Farm Union Council. CLC Executive Vice-president Gordon G. Cushing and Albert Cormack, President of the Ontario Farm Union, were elected Vice-chairmen. Howard Conquergood, CLC Director of Political Education, is Secretary-Treasurer of the Council.

Among the policies approved at the first meeting were: the principle of a check-off for farm membership dues; a substantial increase in the Colombo Plan, a large part of this increase to be in the form of Cana-

dian farm produce; and the placing of the Wheat Board under the Department of Agriculture instead of the Department of Trade and Commerce.

These recommendations came from the farm union group, while the CLC asked the farm organizations to support its demands for collective bargaining for all government employees and the placing of immigration under the Department of Labour, as well as the establishment of an advisory committee on immigration which would recommend changes in legislation, administration and policy.

During the coming year there is to be an exchange of speakers and of general information, and preparation and promotion of joint briefs by the national bodies.

Among the farm union representatives present were: Robin Maling, British Columbia; Henry Young, Alberta; Olaf Turnbull, Saskatchewan; Herbert MacIntosh, Manitoba; and Gordon Hill, Ontario. Representatives of the federations of labour for the same provinces respectively were: George Home, Charles Gilbert, John Poth, CLC Vice-president Donovan Swailes, and Sam Hughes.

## "Call It Rehabilitation"

Department's new film on rehabilitation now ready for distribution. Designed to stimulate interest in the co-ordination of rehabilitation services within communities, film available through NES local offices

The Department's new film on rehabilitation is now ready for distribution.

"Call It Rehabilitation" is designed to stimulate interest and action in the co-ordination of rehabilitation services within communities. Its message is directed not only to those working the field of rehabilitation but also to the general public, since such a community program needs the support and understanding of the whole community, and particularly that of employers. Thus it is suitable for showing before a wide range of groups, including service groups (Rotary, Kinsmen, etc.), Chambers of Commerce, Boards of Trade, trade unions, employers' associations, and many others.

The film was produced by the National Film Board for the Civilian Rehabilitation Branch of the Department of Labour on the recommendation of the National Advisory Committee on the Rehabilitation of the Disabled, and in co-operation with the Special Placements Division of the Unemployment Insurance Commission and the Departments of Veterans Affairs and National Health and Welfare.

"Call It Rehabilitation" is the story of an imaginary Canadian community—how it awakened to the needs of its disabled citizens, and how it might have gone about the task of organizing its resources so that they could be used to the best advantage for the rehabilitation of its handicapped men and women. It is based on actual experience in Canada.

Many communities have found that a plan for the co-ordination of their existing facilities need not be very complicated, and that the maximum use of these facilities can often be achieved with little or no additional expense. When the need for co-operation is realized, and the various agencies in the community have the will to work together, the foundations of a community plan are already in existence.

Separate English and French versions of the film have been made, this having been found desirable in order to make the story realistic in the light of situations in English and French Canada. The English

version has a running time of 33 minutes; the French version, 38 minutes.

During the three months starting September 1 arrangements have been made for the distribution of the film through the local offices of the National Employment Service throughout Canada. Therefore any group that wishes to have a showing should apply to the nearest local office manager.

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Unlimited Skills Incorporated, Montreal, a company whose sole purpose is to provide employment for disabled persons, now employs 30 handicapped persons, but work for 300 is needed to fill the needs of employable disabled citizens in the city, Harry Ward, General Manager of the company, told members of the Montreal-Westward Rotary Club recently.

Since the company was started in Montreal 15 months before, Mr. Ward said that 14 workers had been sent back to industry, making room for other employees in Unlimited Skills. He emphasized the point that the firm is not a "sheltered workshop" but a normal business organization operating under the same rules as any other industry.

"Disabled persons don't want charity. They just want one break," said the speaker. He urged Montreal companies to turn over to Unlimited Skills a proportion of the smaller jobs ordinarily sublet to outside labour, on the usual competitive basis. Jobs performed by the handicapped workers include collating, packaging, piece marking, deburring, and light electrical and mechanical assembly.

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Changes in building design to remove many of the difficulties encountered by handicapped people are required by recent changes in the building code of the state of Pennsylvania. The new regulations, which apply to buildings of 30,000 or more square feet, require that there shall be safe entrances and exits for the disabled, a ramp with handrails and a surface that will not become slippery, and many other features that will make the buildings more readily accessible to persons in wheelchairs and on crutches.

# Women Office Workers in 1880

Article reprinted from magazine of that year gives interesting account of wages, hours and working conditions of female employees of London, England, insurance company that employed 170 "young ladies" as clerks

There were 170 female clerks employed by a London, England, insurance company 77 years ago, according to an article in the *Girl's Own Paper* of 1880 that has been reprinted in the *Insurance Guild Journal*.

The article gives an account of their wages, hours and working conditions—among the latter was complete segregation from the male clerks working in the establishment—that should be of interest to present-day female office workers.

The article follows:

"There are some establishments in London which employ considerable numbers of young ladies as clerks. Foremost amongst these is a well-known Assurance Company whose staff may well be referred to as a model of careful organization.

"The young ladies employed by this company must be the daughters of professional men, clergymen, doctors, officers in the army and navy, merchants, and of similar social grade. Their comfort is well attended to, and much kind forethought seems to have been shown to everything connected with them.

"Their hours are from ten in the morning till five in the evening, with an hour between one and two for luncheon. Luncheon is provided in the building—and well provided, too—at the exact sum which it costs. When it is over there is time left for a walk. On the streets? Oh, no; on the roof. The roof has been fitted up as a promenade for the young ladies, and there, on a pretty, extensive exercising ground, they can enjoy the fresh air and have interesting views of the slate mountains and volcanic chimneys of the neighbourhood, whilst in the distance Hampstead hills may be seen on a clear day.

"There is a library filled with interesting books for those who care to read, and for the musical a singing class is provided, meeting at regular intervals. Both are largely taken advantage of. The news of the day should be well understood,

for each young lady takes a newspaper home with her every second day, one newspaper being allowed to every two.

"And what about the work? That is much the same as falls to the lot of insurance clerks in general. It contains nothing at all intricate, and for its execution requires nothing but ordinary ability and extraordinary accuracy. The examples of accuracy we saw on the occasion of a recent visit were such that if our living depended on our furnishing similar specimens, we would entrust you, girls, to allow of our retiring on a pension into private life.

"The salary begins at £32 a year and rises by stages of £10 till at the end of a few years a young lady finds herself in the enjoyment of £100 or so of annual income, after which she will, no doubt, be content.

"There can be no question about the fact that the young ladies like the employment and that the experiments of employing them as clerks in this instance—thanks, no doubt, to judicious management—has been a decided success. This Assurance Company began, in 1872, with the employment of ten young ladies, and their staff now includes no fewer than one hundred and seventy.

"Over young men young ladies possess several advantages as clerks. For the same salary you would not get such a respectable class, and it is a doubtful point whether you would get the same amount of steady application. Women, again, as a rule, are more happy and contented; a man must in the nature of things be pushing ahead, and after he has been three or four years at work, he is pretty sure to be marrying and settling down and so requiring a larger income.

"A considerable number of young men are employed in the office of which we have been giving an account, but with them the young ladies never come into personal communication."



## 50 Years Ago This Month

**Collapse of superstructure of Quebec Bridge causes death of 65 workers  
Eleven others injured and damage estimated at \$1½ million. Lessening  
noted in year-long labour shortage. Demand for capital exceeds supply**

On August 29, 1907, part of the superstructure of the Quebec Bridge over the St. Lawrence, which had been under construction since 1900, collapsed without warning and caused the death of 65 men working on the bridge at the time. Eleven others were injured. Material damage was at first estimated at \$1,500,000, but the estimate was later reduced.

According to the account of the disaster contained in a special article in the *LABOUR GAZETTE* of September 1907, more than 80 men were working on the bridge when the accident occurred. Most of those killed were either crushed by falling material or drowned in the waters 150 feet below. Some 40 of the employees were Indians from Caughnawaga, Que. On August 31 most of the bodies were still missing.

A relief fund for the families of the victims was opened by the mayor of Quebec with a contribution of \$2,000 by the city. (It was reported in the October issue of the *LABOUR GAZETTE* that the fund was closed when total contributions received had reached \$11,569. The Quebec Bridge Company allowed "for the present" \$150 to each widow, the same amount to parents who had lost their sole means of support, \$25 to each orphan child, and \$100 to the relatives of single men, "the same to be paid monthly, or in special cases in one sum, if deemed advisable," as the *LABOUR GAZETTE* put it.)

The labour scarcity, which had been felt in most parts of Canada in the previous year, persisted in 1907. In August, however, the *LABOUR GAZETTE* said that it was "less pronounced than at the corresponding period of 1906". A light crop in the West and in Ontario helped to lessen the demand for labour. It was reported that "the demand for capital in almost every branch of industry exceeded the supply".

The September 1907 issue of the *LABOUR GAZETTE* also reported that:

—Under the terms of a five-year agreement 24 stereotypers working in seven offices in Toronto had their wages raised to \$18 a week for journeymen and \$22 a

week for foremen. The men were working an eight-hour day.

—An increase of 10 per cent was granted to a number of cotton mill employees in Montmorency, Que., who had been "previously receiving minimum rates". City firemen at Brantford, Ont., had their wages increased 10 to 25 cents a day.

—An increase was granted to locomotive engineers employed by the Grand Trunk Railway in a three-year agreement reached after an investigation conducted by a board under the Industrial Disputes Investigation Act, 1907. Freight handlers employed by the Intercolonial Railway also obtained an increase as a result of the finding of a conciliation board appointed under the Conciliation and Labour Act, 1906.

—A strike of journeymen barbers at London, Ont., in July resulted in a wage increase from \$10 to \$11 a week for the men. They were also granted 50 per cent of the receipts over \$17. They had demanded \$12 a week and 50 per cent of receipts over \$18 a week. Ten shops and 20 men were involved in the dispute.

—The cost of living was rising, with butter, eggs, fruit, vegetables and other produce throughout the country "exceptionally high in price for the season". Coal advanced 50 cents a ton in Ottawa and other places. In Western Canada, owing to a railway car shortage, some concern was felt about the supply of fuel for the coming winter.

—An order-in-council was passed by the Dominion Government in August which was intended to strengthen the enforcement of the Fair Wages Resolution of 1900. This order-in-council required contractors to post in a conspicuous place on the public works under construction the schedule of wages inserted in their contracts for the protection of the workmen employed, and to keep a record of payments made to workmen in their employ which was to be open to inspection by fair wage officers of the Department of Labour. This measure had been recommended by the Deputy Minister of Labour in his previous report to Parliament.

# INTERNATIONAL LABOUR ORGANIZATION

## 135<sup>th</sup> Session of the Governing Body

The 135th Session of the Governing Body of the International Labour Organization was held in Geneva May 27 to June 1.

The Canadian Government was represented by Dr. George V. Haythorne, Assistant Deputy Minister of Labour, accompanied by Harry Jay of the Canadian Permanent Mission to the European Office of the United Nations as substitute delegate. Claude Jodoin, President of the Canadian Labour Congress, a deputy worker member on the Governing Body, was also present.

During the opening ceremonies the Chairman referred with regret to the death of Cyril Vincent Phelan, late Canadian Director of the ILO. Later in the meetings Dr. Haythorne made a statement on Mr. Phelan's death (L.G., Aug., p. 960).

### Director-Generalship

The Governing Body approved unanimously a resolution requesting that David A. Morse be reappointed as Director-General of the ILO for a further period of five years on the expiry of his initial appointment in September 1958. Mr. Morse, whose work was referred to in the assembly with high praise, agreed to accept the reappointment.

### Agenda of the 43rd (1959) Conference

It was agreed that to help it in reaching a decision on items for the 1959 International Labour Conference the Governing Body should receive the following material:

—More detailed proposals for a general discussion by the Conference of the problems of non-manual workers, including technicians, supervisory staff, etc.

—Law and practice reports on: equality of treatment of nationals and non-nationals (social security), protection of workers against radiations, and placement in agriculture (including the organization of employment services).

It was also agreed that the following questions should be considered for the purpose of deciding on the agenda of the 43rd session in 1959 without the submission of further law and practice reports: reduction of hours of work, technical assistance, and collaboration between public authorities and employers' and workers' organizations on both industrial and national footings.

Two questions likely to be carried over from the 42nd session for a second discussion in 1959 are: organization of occupational health services in places of employment, and conditions of work of fishermen.

### Forced Labour

It was agreed that the report of the second session of the *ad hoc* committee on forced labour held during the spring of 1957 should be submitted to the ILO Conference at its 40th session, transmitted to the United Nations, and brought to the attention of employers' and workers' organizations in various countries. A discussion of the contents of the report should be postponed, it was decided, to the 137th session of the Governing Body.

### Safety and Health in Dock Work

Reports of two meetings of experts on safety and health in dock work were considered by the Governing Body. The first of these concerned the standardization of certificates and registers relating to the test and examination of lifting machinery and gear used in the loading and unloading of ships. The Governing Body decided to circulate this report to governments urging them to adopt as soon as possible certificates and registers modelled on the recommended forms.

Capt. W. E. Harrison, Steamship Inspector, Department of Transport, was a member of this meeting of experts. It was decided to adopt Canadian forms as a basis for the preparation of standard forms both of certificates and the register.

The second meeting concerned the preparation of a code of practice on safety and health in dock work. Capt. Harrison also attended this meeting. The Governing Body took note of the report of the meeting. The code of practice on safety and health in dock work, when published, is to be accompanied by a note explaining that the code is to be taken as a body of advice and not as a set of regulations.

### Freedom of Association

The Governing Body approved the 26th report of its Committee on Freedom of Association dealing with eight cases of alleged infringement of trade union rights. Two of these cases were dismissed without action. On a series of four cases concerning Chile a number of recommendations for action by the Chilean Government were approved and further information was sought on certain points.

In a case concerning the United Kingdom with respect to Cyprus it was agreed that the attention of the Government should be drawn to the Governing Body's view regarding the danger of abuse in the practice of holding persons indefinitely in cus-

tody without trial. It was agreed that other allegations made with respect to the right to strike and freedom of association did not call for further attention.

Consideration of a case concerning South Africa was postponed. The Governing Body referred to its Committee on Freedom of Association and to the International Labour Conference a communication received from the Government of Hungary containing observations on the resolutions and recommendations relating to freedom of association in Hungary, which were adopted by the Body at its 133rd and 134th Sessions.

### Other Matters

Other matters dealt with by the Governing Body included the reports of certain committees and the composition of others, and the agenda and composition of a technical tripartite meeting of the timber industry to be held in 1958. Twenty-four countries, including Canada, are to be invited to send representatives to this meeting.

## 136<sup>th</sup> Session of the Governing Body

The 136th Session of the ILO Governing Body was a brief session held in Geneva on June 28, with Sir Guildhaume Myrddin-Evans, government representative of the United Kingdom, in the chair. The Canadian Government was represented by Dr. G. V. Haythorne, Assistant Deputy Minister of Labour, accompanied by Paul Goulet, Assistant to the Deputy Minister of Labour and Director of the ILO Branch. W. A. Campbell, Canadian Westinghouse Ltd., was the employer member; and Claude Jodoin, President of the Canadian Labour Congress, was a substitute worker member.

The principal business was the election of officers. E. Calderon Puig, representative of Government of Mexico, was unanimously elected chairman. P. M. Waline of France was unanimously re-elected employers' Vice-chairman, and Sir Alfred Roberts of the United Kingdom was unanimously chosen as the workers' Vice-chairman.

On a question arising out of the Director-General's report, the Governing Body decided by 28 votes in favour, 9 against, and 3 abstentions (including the Canadian

Government representative) to place the question of hours of work on the agenda of the 1958 Conference for general discussion, and requested the Director-General to prepare an appropriate report for submission to the Conference.

The Governing Body authorized the Director-General to communicate to the United Nations the resolution adopted at the 40th Session of the Conference concerning abolition of concentration camps and the deportation of national minorities.

Other business mainly concerned the appointment of Governing Body committees and of Governing Body representatives on various bodies, and the composition of committees. The places and dates of various meetings to be held during the second half of 1957 were decided on.

The Governing Body decided that its 137th Session should be held in Geneva from October 29 to November 1, with meetings of Governing Body committees and groups from October 23 to 28. A draft program of meetings for the session was adopted.



# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during July. The Board issued five certificates designating bargaining agents, ordered two representation votes, and rejected two applications for certification. During the month, the Board received six applications for certification, one application for revocation of certification and allowed the withdrawal of one application for certification.

### Applications for Certification Granted

1. International Union of Operating Engineers, Local 796, on behalf of a unit of heating plant operators employed by Pronto Uranium Mines Limited, at the company's mines in Long and Spragge Townships in the District of Algoma, Ont. The United Steelworkers of America intervened (L.G., July, p. 843).

2. International Union of Operating Engineers, Local 796, on behalf of a unit of stationary engineers and boiler room helpers employed by Algom Uranium Mines Limited at its Algom-Nordic Mine in Township 149, Algom-Quirke Mine in Township 150, and Elliot Lake Townsite in Township 149, in the District of Algoma, Ont. The United Steelworkers of America intervened (L.G., July, p. 843).

3. General Truck Drivers' Union, Local 938, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of local and highway drivers, dockmen and mechanic assistants employed by the Ottawa Transportation Co. (1945) Limited at its Ottawa terminal. The International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 880, intervened (L.G., Aug., p. 969).

4. and 5. The International Union of Mine, Mill and Smelter Workers on behalf of two units of employees of the National Harbours Board at Port Colborne, Ont. One of the units comprised regular hourly rated employees and the other comprised casual stevedores. (L.G., Aug., p. 969).

### Representation Votes Ordered

1. Canadian Dyno Employees' Association, applicant and intervener, International Union of Mine, Mill and Smelter Workers, applicant and intervener, and Canadian Dyno Mines Limited, respondent. The Board directed that the names of both applicants be on the ballot (L.G., July, p. 844 and Aug., p. 969) (Returning Officer: A. B. Whitfield).

2. Fred McShane, N. H. Treanor, J. McCrie and L. Rampen, applicants, the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, respondent, and the Canadian Broadcasting Corporation, respondent. The Board ordered a vote of the employees following consideration of an application for revocation of certification (L.G., July, p. 844) (Returning Officer: F. J. Ainsborough).

### Applications for Certification Rejected

1. International Union of Mine, Mill and Smelter Workers, applicant, Pronto Uranium Mines, Limited, Algoma Mills, respondent, and the United Steelworkers of America, intervener. The application was rejected for the reason that the applicant had not established that the application was supported by a majority of the employees in the bargaining unit deemed appropriate by the Board (L.G., July, p. 843).

2. International Union of Mine, Mill and Smelter Workers, applicant, Algom Uranium Mines Limited, Elliot Lake, Ont., respondent, and United Steelworkers of America, intervener. The application was rejected

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

for the reason that an examination of the applicant's membership had not demonstrated that the application was supported by a majority of the employees affected (L.G., Aug., p. 969).

### Applications for Certification Received

1. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian Pacific Railway Company employed in its Office of Data Centre, Toronto (Investigating Officer: C. E. Poirier).

2. Vancouver CPR Shipyard Workers' Union, Local 1552, CLC, on behalf of a unit of maintenance personnel employed

by the Canadian Pacific Railway Company, British Columbia Coast Steamship Service, in the Maintenance Shop at the CPR Pier, Vancouver (Investigating Officer: G. R. Currie).

3. Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of York Cartage Registered, Montreal (Investigating Officer: R. Duquette).

4. United Steelworkers of America, on behalf of a unit of employees of Can-Met Explorations Limited, Quirke Lake, Ont. (Investigating Officer: A. B. Whitfield).

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes con-

cerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Establishment of Labour-Management Production Committees (LMPC's) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPC's, the Service provides publicity aids in the form of booklets, films and posters.

5. United Steelworkers of America, on behalf of a unit of employees of Milliken Lake Uranium Mines Limited, Elliot Lake, Ont. (Investigating Officer: A. B. Whitfield).

6. International Union of Operating Engineers, Local 796, on behalf of a unit of operating engineers and operating engineers' helpers employed by Stanrock Uranium Mines Limited, Township 144, District of Algoma, Ont. (Investigating Officer: A. B. Whitfield).

### Application for Certification Withdrawn

Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of

America, applicant, and McNeil Transport Limited, Montreal, respondent (L.G., Aug., p. 969).

### Application for Revocation of Certification

Thomas A. Willis, *et al*, applicants, the National Association of Broadcast Employees and Technicians, respondent, and Kawartha Broadcasting Company Limited, Peterborough, Ont., respondent (Radio Station CHEX). The application was for revocation of the certification issued by the Board March 19, 1953, to the National Association of Broadcast Engineers and Technicians in respect of a unit of employees of The Brookland Company Limited (Radio Station CHEX). (Both the union and company names were changed to their present form since the certification was issued) (L.G. 1953, p. 697).

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## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During July, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Reimer Express Lines, Winnipeg, and International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 979 (Conciliation Officer: J. S. Gunn).

2. Canadian Broadcasting Corporation, Vancouver, and Building Service Employees' International Union, Local 244 (Conciliation Officer: G. R. Currie).

3. Charlottetown Hotel, Charlottetown, and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: H. R. Pettigrove).

4. Bessborough Hotel, Saskatoon, and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: J. S. Gunn).

5. Polymer Corporation Limited, Sarnia, and Oil, Chemical and Atomic Workers International Union (Conciliation Officer: F. J. Ainsborough).

6. Westward Shipping Limited, Vancouver, and National Association of Marine Engineers (Conciliation Officer: G. R. Currie).

7. Canadian Pacific Railway Company (British Columbia Coastal Steamships), Canadian National Steamship Company,

Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

### Settlements Reported by Conciliation Officer

1. Hudson Bay Mining and Smelting Company Limited, Flin Flon, Man., and Flin Flon Base Metal Workers Federal Union No. 172 and seven other International Unions (Conciliation Officer: J. S. Gunn) (L.G., Aug., p. 969).

2. United Keno Hill Mines, Elsa, Yukon Territory, and International Union of Mine, Mill and Smelter Workers (Conciliation Officer: G. R. Currie) (L.G., Aug., p. 969).

3. Ogilvie Flour Mills Company Limited, Edmonton, and United Packinghouse Workers of America, Local 396 (Conciliation Officer: J. S. Gunn) (L.G., July, p. 845).

4. Ogilvie Flour Mills Company Limited, Winnipeg, and United Packinghouse Workers of America, Local 520 (Conciliation Officer: J. S. Gunn) (L.G., July, p. 845).

5. Trans-Canada Air Lines and Trans-Oceanic Lodge 1571, International Association of Machinists (Conciliation Officer: R. Trépanier) (L.G., July, p. 845).



## Conciliation Boards Appointed

1. McCabe Grain Company Limited (Seed Plant Division), St. Boniface, Man., and International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., June, p. 712).

2. Westward Shipping Company Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., Aug., p. 969).

## Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in June to deal with matters in dispute between Bicroft Uranium Mines Limited and United Steelworkers of America (L.G., Aug., p. 970) was fully constituted in July with the appointment of Magistrate J. A. Hanrahan, Windsor, as Chairman. Magistrate Hanrahan was appointed on the joint recommendation of the other two members, W. O. Lafontaine, Schumacher, Ont., and Lloyd Fell, Toronto, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in June to deal with matters in dispute between Greyhawk Uranium Mines Limited and International Union of Mine, Mill and Smelter Workers (L.G., Aug., p. 970) was fully constituted in July with the appointment of Magistrate J. A. Hanrahan, Windsor, as Chairman. Magistrate Hanrahan was appointed on the joint recommendation of the other two members, Alexander Harris, Toronto, and Drummond Wren, Agincourt, Ont., who were previously appointed on the nomination of the company and union respectively.

3. The Board of Conciliation and Investigation established in June to deal with matters in dispute between Canadian Pacific Air Lines Limited, Vancouver, and International Association of Machinists, Canadian Airways Lodge No. 764 (L.G., Aug., p. 970) was fully constituted in July with the appointment of Adam Bell, Victoria, as Chairman. Mr. Bell was appointed by the Minister in the absence of a joint recommendation from the other two members, John Gould and Albert Alsbury, both of Vancouver, who were previously appointed on the nomination of the company and union respectively.

4. The Board of Conciliation and Investigation established in June to deal with matters in dispute between the Canadian National Railways (Canadian National Newfoundland Steamship Service) and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Aug., p. 970) was fully constituted in July with the appointment of Magistrate W. F. Lane, Moncton, N.B., as Chairman. Magistrate Lane was appointed by the Minister on the joint recommendation of the other two members, Prof. Arthur Meagher, Halifax, and Henry Harm, Moncton, N.B., who were previously appointed on the nomination of the company and union respectively.

5. The Board of Conciliation and Investigation established in July to deal with matters in dispute between McCabe Grain Company Limited (Seed Plant Division) St. Boniface, Man., and the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (see above) was fully constituted in July with the appointment of R. H. Hooper, Winnipeg, as Chairman. Mr. Hooper was appointed by the Minister on the joint recommendation of the other two members, F. Howard Gorsline and Gordon Ritchie, both of Winnipeg, who were previously appointed on the nomination of the company and union respectively.

## Settlement before Board Fully Constituted

Commercial Cable Company and Seafarers' International Union of North America, Canadian District (L.G., July, p. 845).

## Settlements following Board Procedure

1. Eastern Air Lines, Inc. (Traffic Division) and International Association of Machinists (L.G., Aug., p. 973).

2. Dominion Shipping Company Limited, and Seafarers' International Union of North America, Canadian District (L.G., May, p. 575).

## Strike following Board Procedure

Canadian National Steamships (West Indies) Limited, Montreal, and Seafarers' International Union of North America, Canadian District (L.G., May, p. 575).

# COLLECTIVE AGREEMENTS

## Paid Statutory Holiday Provisions in Collectively Bargained Agreements

Trend to more liberal paid statutory holiday provisions in collective agreements in manufacturing industries, previously noted, duplicated in non-manufacturing. Provision for 8 or 9 holidays is most frequent

The trend in recent years to more liberal paid statutory holiday provisions in collective agreements in the manufacturing industries that was noted in a recent study (L.G., April, p. 454) is duplicated in the non-manufacturing industries.

When the results of the study of agreements in the non-manufacturing industries were combined with those of the study in the manufacturing industries, it was found that the most frequent clauses in Canadian collective agreements were those providing for eight or nine paid statutory holidays in a year. For work done on those holidays, the most common arrangement was for additional payment at the rate of time and one-half, i.e., double time and one-half.

Over the past two years, the proportion of agreements that do not provide for paid statutory holidays has decreased considerably. Further, the provision for seven days or less that was frequent in 1955 is much less common in 1957.

Much of the advance has taken place in the non-manufacturing industries, the manufacturing agreements having for some years now commonly included such provisions. The non-manufacturing group have improved their provisions to the extent that nine or more holidays are more common for workers in this group than for those in manufacturing.

### Number of Paid Statutory Holidays

As noted above, eight paid holidays is the most common number provided for in collective agreements. Two-fifths of the agreements included in the study covering a like portion of the workers provide such a clause. One-fifth of the workers covered by the study received more than eight holidays. Of this latter group, comprising over 100,000 workers, almost two-thirds are to be found in the non-manufacturing sector of Canadian industry.

It is noted, however, that among manufacturing employees, two-thirds have eight or more paid holidays compared with one-half of the employees in non-manufacturing. Further, some 30 per cent of the non-manufacturing agreements have no provisions for paid statutory holidays. Some provincial legislation, of course, provides paid holidays so that the absence of an agreement clause does not necessarily mean the workers are without paid holidays.

### Premium Rates for Work on Holidays

The large majority of collective agreements that provide paid statutory holidays also specify that employees required to work on such days shall receive extra pay in addition to the regular pay for the holiday. As Table 2 shows, the most frequent clause provides that employees required to work on statutory holidays are paid, in addition to the holiday pay, a rate of time and one-half the regular rate. A lesser proportion of employees receive their regular rate in addition to the holiday pay.

Holiday pay plus time and one-half is the predominant rate among the agreements applicable in the manufacturing industries. Among the agreements taken from the non-manufacturing group, holiday pay plus the regular rate is more common than holiday pay plus time and one-half.

The predominant additional rate for work performed on statutory holidays changed from the pro-rata rate to time and one-half between 1955 and 1957, i.e., from double time to double time and a half. In the manufacturing industries particularly, there has been some increase in the number of contracts under which work on paid holidays is compensated at double the regular pay in addition to the holiday pay.

**TABLE 1.—PAID STATUTORY HOLIDAYS PROVIDED IN COLLECTIVE AGREEMENTS  
IN THE MANUFACTURING AND NON-MANUFACTURING INDUSTRIES**

Provision	All Industries		Manufacturing		Non-manufacturing	
	% 835 contracts	% 589,700 workers	% 458 contracts	% 308,500 workers	% 377 contracts	% 281,200 workers
3 days or less.....	3	6	4	6	2	7
4.....	2	3	2	2	1	3
5.....	3	4	4	2	1	6
6.....	5	4	6	7	5	2
7.....	9	10	10	15	8	4
8.....	38	40	53	54	20	25
9 or more.....	19	19	15	12	25	26
Varies by occupation or season.....	4	3	3	2	5	6
Number not set forth.....	3	1	.....	.....	5	1
No provision.....	14	10	3	.....	28	20
Totals.....	100	100	100	100	100	100

**TABLE 2.—PAY RATES FOR WORK ON PAID STATUTORY HOLIDAYS PROVIDED  
IN COLLECTIVE AGREEMENTS IN THE MANUFACTURING AND  
NON-MANUFACTURING INDUSTRIES**

Provision	All Industries		Manufacturing		Non-Manufacturing	
	% 835 contracts	% 589,700 workers	% 458 contracts	% 308,500 workers	% 377 contracts	% 281,200 workers
Holiday pay plus half time.....	5	2	5	3	4	1
Holiday pay plus pro rata rate.....	25	29	24	21	27	36
Holiday pay plus time and one-half.....	29	38	40	53	15	22
Holiday pay plus double time.....	6	6	10	9	2	3
Other.....	14	10	9	5	20	16
No provision.....	21	15	12	9	32	22
Totals.....	100	100	100	100	100	100



## LABOUR LAW

# Legislation Enacted by Parliament of Canada during 1957 Session

Merchant Seamen Compensation Act amended to increase benefits. The Hospital Insurance and Diagnostic Services Act provides for federal aid for hospital insurance. Certain social welfare payments increased

At the final session of the 22nd Parliament, which opened on January 8 and closed on April 12, the Merchant Seamen Compensation Act was amended to bring benefits into line with those under provincial workmen's compensation laws; smaller vessels operating in Canadian waters were brought within the jurisdiction of the safety regulations of the Canada Shipping Act, and the Income Tax Act was amended to broaden the range of retirement annuities to which income tax deductions apply.

The most important piece of social legislation was the Hospital Insurance and Diagnostic Services Act setting up a federal hospital insurance scheme for sharing with the provinces the cost of standard ward hospital care and diagnostic services. Provision was made in the estimates for increases in certain social welfare payments. The Canada Council was established for the encouragement of the arts, humanities and social sciences.

### Merchant Seamen Compensation Act

Amendments to the Merchant Seamen Compensation Act, which came into force on June 1, brought the benefits into line with those payable under provincial compensation acts, all of which have been substantially revised in recent years to take into account increases in average earnings and in living costs. The benefits under the Merchant Seamen Compensation Act were last increased in 1953.

The Act provides for compensation to a disabled seaman or to dependents of a deceased seaman in case of an accident arising out of his employment. It covers seamen employed on a ship of Canadian registry or under charter to a person resident in Canada when such ship is engaged in foreign or home-trade voyages. Compensation is not payable if a seaman or

his dependants are eligible for benefits under a provincial workmen's compensation law or the Government Employees Compensation Act nor are claims considered where an accident does not disable the seaman for a period of at least four days. Shipping companies are required to cover the risks of compensation by insurance or other satisfactory means, the claims being adjudicated by the Merchant Seamen's Compensation Board composed of three officers of the public service.

One amendment increased the percentage of average earnings used in computing compensation from 66½ to 75 per cent, the rate now in effect in all provinces except Nova Scotia and New Brunswick. Another raised the maximum amount of average annual earnings which may be taken into account from \$3,600 to \$4,500 a year. (The ceiling on annual earnings is \$5,000 in Ontario and Saskatchewan and \$4,000 in Alberta, British Columbia and Quebec and below \$3,600 in the remainder of the provinces.) As a result of these two amendments, the maximum compensation payable to a totally disabled seaman has been raised from \$2,400 to \$3,375 a year.

A new provision with respect to permanent partial disability specifically empowered the Board to compile a rating schedule of percentages of impairment of earning capacity for specified injuries or mutilations.

Benefits to dependants of deceased seamen were also increased. The immediate lump sum payment to a widow or a foster-mother of the child of a deceased seaman was increased from \$100 to \$200.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

The monthly allowance for widows has been raised from \$50 to \$75, the rate payable under the Ontario, British Columbia and Saskatchewan acts. Children's allowances are now the same as in Ontario, a child living with the parent receiving \$25 a month and an orphan child \$35. (Only one provincial act, that of Saskatchewan, provides for higher allowances for children, the monthly benefits having been increased to \$35 and \$45, respectively, effective May 1, 1957.)

The maximum and minimum compensation payable to dependants of a deceased seaman have also been amended in line with the provisions increasing benefits to dependants.

Another change is that payments to an invalid child will now be continued until, in the opinion of the Board, the child ceases to be an invalid. Formerly, payments were made so long as the Board considered that the seaman, had he lived, would have contributed to the child's support.

### Canada Shipping Act

The Canada Shipping Act was amended to bring all vessels operating in Canadian waters, including pleasure craft, under Section 493, the general penalty section of the Act. As a result, the owners or masters of ships of less than 15 tons burden may now be prosecuted for violations of the Act or of such regulations as the fire detection regulations, the regulations regarding life-saving equipment or the small fishing vessel inspection regulations.

Previously, the general penalty section applied only to ships of more than 15 tons registered in Canada. Owners of small craft could not be prosecuted for contraventions of the Act or regulations because vessels of less than 15 tons burden are not required to be registered.

### Income Tax Act

An important amendment to the Income Tax Act was the addition of a new section, 79B, setting out the conditions under which premiums paid into individual registered retirement savings plans may be deducted from income tax. This amendment is intended to give professional groups and other self-employed persons who have individual savings plans the same tax benefits as employees who contribute to an employer-employee pension plan.

The Act provides that, in order to be exempted from tax, the premiums must be paid into a "registered" plan, that is, a plan accepted by the Minister of National

Revenue. Among other stipulations, the Act provides that to be eligible for registration the contract is required to provide that the annuity must be payable in equal annual or other periodic amounts for the lifetime of the annuitant. If a joint husband-wife annuity, it must provide for annual payments to the surviving person at the same rate of payments or at a lower rate. The annuity may be for a guaranteed period of not more than 15 years, or 20 years in the case of a plan entered into before March 14, 1957. It may be arranged to commence at such time as the taxpayer wishes but its commencement may not be postponed beyond the age of 71. The annuity may not be assignable; it may not be redeemed for cash nor may loans be made against it. In addition, the Act provides that the annuity must comply with the regulations of the Governor in Council, made on the recommendation of the Minister of Finance.

Under the new plan, a person who is not contributing to an employer-employee pension plan may deduct premium payments up to \$2,500 a year or 10 per cent of earned income, whichever is the lesser amount. If a taxpayer is contributing to a company pension scheme, deductions for a separate annuity contract, together with his contributions to the company plan, may not exceed \$1,500 a year or 10 per cent of earned income, whichever is smaller. No tax is payable by a trust on the taxable income of the trust for a period during which it was governed by a registered retirement savings plan.

In his budget speech, the Minister of Finance said that new contracts for retirement annuities which meet the requirements of the Act will be eligible for income tax deduction. Premiums paid under an existing contract will be deductible if the contract complies with the requirements of the Act and if the taxpayer applies in writing to the original issuer of the contract to have his annuity classed as an eligible retirement annuity for income tax purposes.

In reply to questions concerning federal Government annuities, the Minister of Labour said that Canadian government annuities sold after March 14, 1957, would comply with the requirements of the registered retirement savings plan and that tax exemption would be granted in accordance with the provisions of the plan. Premium payments made since January 1, 1957, on contracts issued prior to March 14, 1957, will be exempt if the contract complies with the requirements of the Act.

A second amendment to the Act enlarges the definition of earned income to include supplementary unemployment benefit payments and payments under a registered pension plan described above. As a result of another change, allowances under the War Veterans Allowance Act will no longer have to be included in computing income.

Another new provision states that an individual will now be allowed to deduct, in computing taxable income, the amount of \$100 in lieu of claiming any deduction for medical expenses, donations to charitable organizations, trade union dues and professional membership dues.

### **Hospital Insurance and Diagnostic Services Act**

The Hospital Insurance and Diagnostic Services Act set up a national hospital insurance scheme whereby the federal Government will share with the provinces the cost of standard ward hospital care and diagnostic services.

Except for some modification as to terms, the new Act embodies in legislative form the details of the offer of hospital insurance and diagnostic services made to the provinces on January 26, 1956 (L.G., March 1956, p. 271). It authorizes the negotiation of agreements providing that the federal Government will share with participating provinces the costs of insured hospital in-patient and out-patient services, as well as diagnostic services; defines the nature of the services for which the federal Government will share the costs, as well as those excluded from the sharing arrangement; establishes the formula on which the federal contributions will be based; authorizes the Governor in Council to make regulations for the administration of the Act; and provides that the arrangement for federal sharing of the costs of provincial schemes will commence when a majority of the provinces, representing at least half the population of Canada, have concluded agreements with the federal Government and have put into force the necessary provincial legislation.

The hospital care insurance program covers standard ward care and all the so-called "extra services" of operating room, case room and anaesthetic facilities and drugs normally provided in a hospital. Benefits also include laboratory, radiological and other diagnostic services for patients outside of hospitals as well as in them. Mental and T.B. patients in general hospitals are covered but patients in mental and tuberculosis hospitals are excluded.

The contribution of the federal Government, which will be paid out of the Consolidated Revenue Fund, will amount to 50 per cent of the cost of standard ward care for the country as a whole. For each province, the federal contribution will amount to 25 per cent of the per capita shareable costs for the nation as a whole, plus 25 per cent of the per capita shareable costs for the province itself, multiplied by the number of persons covered. Shareable costs do not include depreciation, interest on capital debt or administrative costs.

Among other conditions, the Act stipulates that in order to qualify for federal contributions, the provincial hospital plans must make coverage universally available to all residents in the province. The agreement is to contain an undertaking by the province to make the necessary arrangements to ensure that adequate standards are maintained in hospitals.

The Act was proclaimed in force on May 1 and it is expected that the plan will be in operation by January 1, 1959.

So far six provinces representing a majority of the population have accepted the federal proposal. They are: British Columbia, Alberta, Saskatchewan, Ontario, Prince Edward Island and Newfoundland. The three western provinces already have health insurance schemes which will have to be revised in line with the new plan. This year, Ontario enacted the Hospital Services Commission Act providing for a hospital care insurance plan to be financed jointly by the province and the federal Government.

### **Appropriation Act No. 4**

Benefits under the Family Allowance Act, the Old Age Security Act, the Old Age Assistance Act, the Blind Persons Act, the Disabled Persons Act, the War Veterans Allowance Act and the Pension Act were increased. These were provided for by having these items included in the supplementary estimates and passed as Appropriation Act No. 4.

Effective September 1, the scale of payments under the Family Allowance Act will be \$6 for all children under 10 years of age and \$8 for those from 10 to 16 years of age. Previously the scale of payments was \$5 a month in respect of children under 6 years, \$6 from 6-9 years, \$7 from 10-12 years and \$8 for those 13 to 16 years old.

Payments under the Old Age Security Act were increased from \$40 to \$46 effective July 1.

With respect to old age assistance and pensions to the blind and disabled, provision was made for increasing the maxi-



mun payments which the federal Government shares with the provinces from \$40 to \$46, effective July 1. Allowance was also made for changes in the permissible incomes where payments are related to the need of the recipient.

The increases in veterans' benefits took effect on July 1. The basic monthly scale for total disability under the Pension Act was increased from \$125 to \$150, or if married from \$170 to \$200. The widow's pension was raised from \$100 to \$115. Under the War Veterans Allowance Act the married rate was increased from \$108 to \$120 a month. Permissible income ceilings were also raised, the ceiling for a single recipient now being \$960 and for a married person \$1,620.

### Canada Council Act

Implementing a recommendation of the Massey Commission on the Arts, Letters and Sciences which reported to Parliament in 1951 (L.G., 1951, p. 1071), the Canada Council Act established a corporation to be known as the Canada Council for the encouragement of the arts, humanities and social sciences. Besides its cultural activities, the Council was charged with assisting Canadian universities in their building construction projects and provision was made for the Council to receive, expend and administer any gifts and bequests that may be made to it.

The Council has 21 members consisting of a Chairman, Vice-Chairman and 19 other members appointed by the Governor in Council. The Chairman and Vice-Chairman will hold office for five years and the other members for three, except in the case of the first appointees whose tenures range from two to four years. The Act also provides for two full-time administrators, a Director and an Associate Director, appointed by the Governor in Council. In addition, the Council is authorized to appoint and pay the remuneration of such staff and advisers as are needed to carry out its activities.

The objects of the Council are to foster and promote the study and enjoyment of, and the production of works in, the arts, humanities and social sciences. In particular they are to assist, co-operate with, and enlist the aid of organizations with similar objects; provide for grants, scholarships or loans for study or research in these fields; make awards to persons in Canada for outstanding accomplishments in the arts, humanities and social sciences; arrange for and sponsor exhibitions, performances and publication of works relating to these subjects; exchange knowledge and infor-

mation with other countries, organizations or persons interested in these studies, and arrange for representation and interpretation of Canadians arts, humanities and social sciences in other countries. To further its objects, the Council was empowered to make grants to assist universities and other institutions of higher learning with capital expansion. In addition, the Council was authorized to perform functions and duties relating to the United Nations Educational, Scientific and Cultural Organization assigned to it by the Governor in Council.

To carry out its program, the Council was granted a 50-million dollar endowment out of the Consolidated Revenue Fund which is to be invested in accordance with the advice of a special investment committee consisting of the Chairman, another member of the Council and three other persons appointed by the Governor in Council. The return on the investment is to be used to assist the arts, humanities and social sciences. An additional 50 million dollars was provided to establish the University Capital Grants Fund from which disbursements to universities may be made provided certain conditions are met. The money in the University Capital Grants Fund may be invested only in bonds or securities guaranteed by the Government of Canada.

The Council will meet in Ottawa at least three times a year. Its accounts and financial transactions will be audited annually by the Auditor General. Every year, the Chairman of the Council must report all proceedings, including financial statements, to a designated member of the Queen's Privy Council who, in turn, will report to Parliament.

### Bills Not Passed

Among the bills not passed were four bills relating to conditions of work in industries under federal labour jurisdiction introduced by Stanley Knowles, the CCF member for Winnipeg North Centre. They were Bill 2, "An Act to provide for Annual Vacations with Pay for Employees"; Bill 3, "An Act to provide for Pay for Statutory Holidays"; Bill 4, "An Act to amend the Industrial Relations and Disputes Investigation Act"; and Bill 281, "An Act to provide for Minimum Wages for Employees".

### Annual Vacations

The annual vacation bill was similar to the annual holidays bill introduced by Mr. Knowles at the 1956 session. The

main provision stated that "every employee to whom this Act applies shall be entitled after each year of his employment with any employer to an annual vacation of two weeks".

The bill proposed to give the employee his vacation pay at least 14 days before the commencement of the vacation, the pay to consist of at least 1/26 of his total wage for the period in respect of which the vacation was given. "Total wage" was defined to mean all remuneration to which the employee was entitled, including sums deducted for any purpose, overtime pay, holiday pay and the cash value of any board or lodging provided by the employer as established by any Act, custom or agreement or under the employee's contract of service.

If an employee's services were terminated any time after 30 days from the commencement of employment, he was to have received vacation pay in proportion to the period of employment for which a vacation was not granted.

Where a business was sold or transferred, an employee was to be deemed to have had continuous service so far as an annual vacation was concerned.

The bill did not get past first reading.

### **Statutory Holidays**

The statutory holidays bill proposed to give employees in all employments within federal jurisdiction eight prescribed statutory holidays with pay. Employees who did not work and were not required to be at the disposal of their employer would have been required to receive their regular wages for the holiday. Employees who worked on any of these days were to receive their regular daily wage plus twice the regular hourly rate for each hour worked. The holidays named were: New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day. Debate on the motion for second reading was not completed in the time available for private members' bills.

### **Minimum Wages**

Bill 281, the only one of the four labour bills presented for the first time, proposed to establish a minimum wage of \$1 an hour

for all employees in industries under federal labour jurisdiction who regularly work more than 32 hours in a week. The \$1-an-hour minimum wage was also to apply to employees whose normal work week is 32 hours or less but the Governor in Council was to be permitted to fix higher basic rates for these employees by regulation.

The bill stipulated that nothing in the act was to affect any provision in any act, agreement or contract of service or any custom which offered employees more favourable conditions, while at the same time it prohibited agreements which would have deprived employees of benefits under the act.

Employers who required employees to wear or use any special clothing, tools or equipment were to supply and maintain them without cost to the employees.

In cases where board and lodging were provided by the employer and accepted by the employee, the bill would have limited the deductions to 40 cents per meal for board, and 50 cents per day for lodging.

The bill would also have required employers to keep records showing particulars respecting hours, wages and deductions which were to be open for inspection at any time. The Minister or his authorized representative were to have authority to enter premises at any reasonable time to inspect records and obtain information.

The bill did not reach second reading.

### **Voluntary Revocable Check-off**

Bill 4 sought to incorporate the voluntary revocable check-off into the Industrial Relations and Disputes Investigation Act, a proposal which Mr. Knowles had put before the House for the past nine years. It would have provided for the voluntary revocable check-off of union dues by requiring an employer to grant this form of check-off upon request of a union certified as the bargaining agent. The provision would have applied only to those who personally signed the agreement, with the understanding that the employee could at any time withdraw his request.

The Bill was defeated on the motion for second reading by a vote of 66 to 105.

# Legal Decisions Affecting Labour

That check-off stipulated in collective agreement not revocable during statutory extension of agreement confirmed by Nova Scotia appeal court  
Quebec Superior Court declares election of a union officer was illegal

The Nova Scotia Supreme Court confirmed the decision that the check-off stipulated in a collective agreement could be revoked only when statutory extension of that agreement expired.

In *quo warranto* proceedings, the Quebec Superior Court held that the National Secretary-Treasurer of the National Association of Marine Engineers of Canada had not been appointed to office in accordance with the Association's constitution.

## Supreme Court of Nova Scotia . . .

. . . upholds a decision that union membership and check-off stipulated in agreement not revocable

On April 15, 1957 the Supreme Court of Nova Scotia (Appeal side) dismissed an appeal and cross-appeal from a judgment of Mr. Justice MacDonald of the Nova Scotia Supreme Court (L.G. 1957, p. 202) and upheld the ruling that union security clauses in a collective agreement providing for maintenance of union membership and deduction of members' dues from wages prevented the revocation of individual check-off authorizations during the life and statutory extension of the collective agreement.

When the dispute was brought first before the trial judge in August 1956, the plaintiffs, certain Dominion Coal Company employees, contended that the deductions of union dues, so far as they were concerned, between February 4 and May 5, 1956, a total of \$156, were not valid because the collective agreement in question expired on January 31, 1956, and the extensions of that agreement concluded between the Company and the President of District 26, United Mine Workers, pending the conclusion of a new agreement, were invalid. Besides, the plaintiffs claimed that they ceased to be members of Local 4522 of District 26 of the United Mine Workers, the certified bargaining agent, before the period in respect of which the contested deductions were made, and claimed to be by that time members of another union, Central Auxiliary Workers Union, on behalf of which they filed with the Company new check-off cards.

The Trial judge had to decide whether or not a collective agreement between the

Company and District 26, under which the Company was justified in making deductions of union dues in respect of District 26, was still valid after January 31, 1956, particularly at the time of the contested deductions (February 4 to May 5, 1956); and whether the authority given by the plaintiffs individually to make such deductions could be, and had been, withdrawn effectively.

Regarding the duration of the collective agreement in question, the trial judge ruled that the short-term extensions made by the agreements between the Company and the President of the District Executive Board and concluded without the authority of the membership, could not bind the plaintiffs. However, Section 15 (b) of the Trade Union Act provided for a period beyond the normal expiration of the existing agreement during which the employer cannot "decrease rates of wages, or alter any other term or condition of employment" until after a conciliation board has reported to the Minister of Labour and seven days have elapsed after receipt of the report. In the dispute in question the report of the conciliation board was received on May 4, 1956, so the freezing period would expire on May 11, 1956. As, in the opinion of the trial judge, the check-off provisions of the collective agreement were such "terms and conditions of employment," these provisions were valid until May 11, 1956.

Regarding the second issue, whether the authority given to the Company by the union members individually to make union dues deductions in respect of District 26 could be revoked by the members during the validity of the collective agreement, the answer was negative. The trial judge held that although section 67 of the Trade Union Act makes individual check-off authorizations revocable, yet by clause 28 of the agreement the plaintiffs waived their statutory right to revoke the check-off authorization during the life of the agreement. That consensual waiver was succeeded later by a statutory waiver because by force of Section 15 (b) of the statute the right to revoke individual authorizations was suspended also during this freezing period of statutory extension of the agreement, which lasted from February 1 until May 11, 1956.



Accordingly, the judgment of the trial judge was that the contested deductions were properly made during the period between January 31, 1956 (when the agreement as such expired) and May 11, when the term of statutory extension expired. Further, the trial judge held that as and from May 12, 1956, the Company ceased to have any duty or authority to continue to deduct from the wages of the plaintiffs any sums in respect of union dues for the benefit of Local 4522, UMW, and that any deductions so made were illegal.

District 26 appealed that part of Mr. Justice MacDonald's judgment by which it was held that the Company had no duty or authority after May 12, 1956, to deduct from the wages of the respondents \$1 per man per week for union dues and to pay the same to the appellant. The respondents' cross-appeal was made from that part of the judgment by which their claim to recover from the Company the sum \$156, as being a part of their wages wrongfully withheld by the Company, was dismissed with costs.

The decision of the Court of Appeal was rendered by Mr. Justice Parker, with whom the three other judges concurred.

In the opinion of the appeal court, the respondents could not recover the \$156 withheld by the Company if, during the time it was deducted from their wages, the collective agreement was in force or if, during that time, the Company was governed by the prohibition contained in Section 15 (b) of the Trade Union Act.

Also, the court held that the respondents were not entitled to an injunction restraining the Company from deducting \$1 per week per man from the wages earned by them during the time that the collective agreement was in force or during the time the company was governed by Section 15 (b) of the Trade Union Act. On the other hand, the respondents were entitled to an injunction restraining the Company from making such deductions after that prohibition resulting from the application of Section 15 (b) ceased to be operative against the Company, that is, after May 12, 1956.

Consequently the court sought to determine when that collective agreement ceased to be in force and when the prohibition ceased to be operative against the Company.

Clause 29 of the collective agreement provided that the agreement should be in force from February 1, 1953, until January 31, 1955, "and from year to year thereafter unless notification to re-open the agreement is served by either of the parties

hereto, such notification to be served in writing not later than October 1st in any year later than the year 1953". Notification to reopen the agreement was served on the Company by District 26 prior to October 1, 1955, as a result of which the agreement would cease to be in force on and after January 31, 1956, unless its term was legally extended.

The appellant contended that the term of the agreement was legally extended by action of the President of District 26 acting on the authority of Article 8, s. 3 (c) of the District's constitution, which reads:

Between sessions of the District Executive Board he (the President) shall have full power to direct the workings of the District organization and shall report his acts to the District Executive Board for its approval.

By Article 3 of the same constitution it is provided that: "A general agreement shall be voted upon by the members or parties to such general agreement, and no general agreement shall be signed by the District Officers unless a majority of those voting approve of same".

Considering the provisions of this Article, the court was of the opinion that the signing of an agreement extending the term of the collective agreement in question could not be covered by the expression "the workings of the District Organization" as used in Article 8, s. 3 (c), but would fall within the terms of signing a "general agreement" within the meaning of that phrase as used in Art. 3 of the constitution, thus requiring a majority vote of the members affected. As none of the extensions was endorsed by a majority vote the court agreed with the trial judge in holding that the term of the collective agreement was not extended beyond January 31, 1956, by agreement of the parties concerned.

The next question which the court considered was whether the term of the collective agreement was extended beyond January 31, 1956, and if so, for how long, by virtue of the provisions of Section 15 (b) of the Trade Union Act.

The court noted that Section 15 (b) of the Trade Union Act does not provide in express words that the "collective agreement" shall be kept in force if a renewal or revision of it or if no new collective agreement has been concluded before the termination of the original agreement, but rather that during that period "the employer shall not without consent by or on behalf of the employees affected, decrease rates of wages, or alter any other term or condition of employment in effect immediately prior to such expiry or termination provided for in the agreement". Therefore,

the court added, the prohibition imposed on the employer is not an absolute prohibition. He is only prohibited unless and until he has the "consent by or on behalf of the employees affected".

Who then are the employees who would have been affected if the company had altered the term or condition of the respondents' employment by refusing to deduct the union dues from their wages? Would it have been the respondents only or all the employees who were bound by the collective agreement? If it would have been only the respondents, there can be no question but what they had not only consented to such alteration, but had requested it. If it would have been all the employees, it is equally clear that no consent by or on behalf of the employees other than the respondents had been obtained.

In my opinion, the employees affected would have been all those employees from whose wages union dues were being deducted in accordance with the provisions of the collective agreement. It follows, therefore, that the company, if it had complied with the request of the respondents, would have been altering a term or condition of their employment contrary to s. 15 (b) of the Trade Union Act, and it would have been subject to a penalty under s. 39 of that Act.

Consequently, in the opinion of the court, the Company took the proper course in refusing the respondents' request to discontinue the deduction of union dues from their wages during the period for which the \$156 was deducted, and therefore the cross-appeal from the decision dismissing the respondents' claim made by the trial judge should be dismissed with costs.

The prohibition imposed on the Company by the provisions of Section 15 (b) ceased to operate seven days after receipt by the Minister of the report of the conciliation board, that is, on May 12, 1956. After that date the Company was free to act upon the request made by the respondents to cease further deductions from their wages.

However, the Company has refused to recognize the revocations made by the respondents and continued to make deductions. Therefore, in the opinion of the court, the trial judge was right in holding that the respondents were entitled to an injunction restraining the Company from making deductions from their wages for union dues after May 12, 1956.

Consequently the court dismissed the appeal from the decision and order of the trial judge, with costs.

*United Mine Workers of America,*

*District No. 26 v.*

*L. McKinnon et al., (1957) 8 D.L.R. (2) 217*

## Quebec Superior Court . . .

. . . rules election of national secretary-treasurer of association of marine engineers was illegal

In a decision given at Montreal on July 15, 1957, the Quebec Superior Court in *quo warranto* proceedings ruled that election or appointment of the National Secretary-Treasurer of the National Association of Marine Engineers of Canada was illegal.

The facts of the case, as related by Mr. Justice Sylvestre in his reasons for judgment, were as follows:

In *quo warranto* proceedings, John McGough, the petitioner and Secretary-Treasurer of the Eastern District Council of the National Association of Marine Engineers of Canada, requested the Court to declare illegal, null and of no effect the election of Richard Greaves (the respondent) as national secretary-treasurer of the same association, and that he be deprived of this office and sentenced to a fine of \$400.

The respondent was appointed or elected to the office of National Secretary-Treasurer at a meeting of the National Executive in Vancouver on August 24, 1956. This National Executive was itself elected at a meeting of the National Council held in Vancouver shortly before, that is, on March 5, 1956.

The petitioner maintained that as the meeting of the National Council was held illegally, therefore the election of the National Executive which took place at that meeting was also illegal; consequently the appointment or the election of the respondent by that Executive on August 24, 1956, would also be illegal.

Both parties agreed that the *quo warranto* proceedings of the petitioner should succeed or fail according to whether the election of officers of the National Council, held in Vancouver on March 5, 1956, was legal or illegal.

The Court had to answer the question whether the meeting of the National Council held on March 5, 1956, was legal, and whether the election of the Executive which took place at that meeting was valid.

The petitioner contended that the meeting of the National Council held on March 5, 1956, and in any event the election of officers which took place at that meeting, were illegal for the following reasons:

(a) the meeting of the National Council held on March 5, 1956 was called illegally; (b) the holding of this meeting and the deliberations at it were illegal, null and of no effect; (c) even if the meeting were

called and held legally (which the petitioner denied), the election of officers which took place was illegal, null and of no effect.

Regarding the first claim that the meeting of the National Council was called illegally, the relevant section of the regulations of the Association was quoted:

Article IV—Section 1. The National Council shall meet at the call of the President, when requested by a majority vote of the Councils of the Association, subject to the approval of the National Executive. *Such vote to be in conformity with the regular reports in the preceding Annual Report.*

The Annual Report contained information that the Councils in good standing by payment of their capita tax for the year ending December 31, 1955, were four, namely: Sub-council No. 6—Victoria; No. 7—Vancouver; No. 21—New Westminster; No. 20—Esquimalt.

The remaining nine councils were not in good standing, as they were in arrears of per capita tax for 12 months or more.

The meeting of the National Council held on March 5, 1956, was called by four Councils in good standing, that is those which had paid their dues to the Association.

The petitioner contended that the fact that a Council did not pay its dues would deprive it only of the right to take part in the discussions of the National Council and to vote at its meetings, but it would retain all other rights conferred upon it by the constitution and regulations; particularly it would retain the right to vote for the calling of a meeting of the National Council under Section 1 of Article IV of the regulations.

As the nine councils which were not in good standing did not take part in calling the meeting, the petitioner claimed that the meeting was not called by a majority of the Councils, and consequently was called illegally.

The Court did not accept the petitioner's claim. Section 1 of Article IV mentions "that the vote must be given in conformity with the annual report of the Secretary-Treasurer". These words, in the opinion of the Court, show that there is some kind of restriction regarding the right to vote of sub-councils, and, only councils which have been declared to be in good standing in the Annual Report have the right to vote to call a meeting of the National Council.

If the petitioner's claims were true, it would follow that the members of these different councils would continue indefinitely to enjoy the advantages and privileges of the Association, for which the members of the other councils pay their dues, while the

latter could never even hold a National Council which would make it possible for the Councils in good standing to revoke the charter of those councils which refuse to pay their dues, or to declare that they had forfeited their charter, in accordance with Section 3 of Article XVIII of the regulations; you can see to what absurd results such an interpretation of Section 1 of Article IV of the regulations would lead.

Furthermore, the Court added, it would seem illogical for a Council not in good standing which has neither the right to speak nor to vote at a meeting of the National Council to be able, by its vote preceding this meeting, to call for the convening of such a meeting or to prevent indefinitely the holding of such a meeting.

The Court concluded that the holding of the meeting of the National Council on March 5, 1956, was legally requested by the Councils which had the right to ask for the calling of such a meeting, and were entitled to vote at such a meeting. The National Executive approved of the holding of a National Council at its meeting on January 14, 1956, and, as provided by the same Section 1 of Article IV of the regulations, the National Secretary notified all the Councils, even those which were in default in paying their per capita tax, of the holding of the meeting of the National Council. The Councils in default were entitled to be notified of this meeting because they could, if they wanted, take part in it, either by paying their dues or by obtaining permission to vote on any question by a vote of two-thirds of the members of the National Council, that is, of the members in good standing, according to Section 5 of Article VIII of the regulations.

Considering the above, the Court concluded that all the specifications of Section 1 of Article IV of the regulations for the calling of the National Council were complied with and that the meeting was called legally.

Petitioner's second claim was to the effect that the holding of this meeting on March 5, 1956, and the deliberations which followed, were illegal, null and of no effect.

This claim was based on two allegations: (a) the Eastern District Council did not have two delegates at that meeting; (b) there was not a quorum of three subordinate councils at that meeting.

The first allegation was based on Section 1 of Article VII of the Regulations, which reads in part as follows: "The National Council shall consist of the National President and two delegates from each District Council and one delegate from Subordinate Councils..."



In the opinion of the Court this allegation would perhaps be valid if a single subordinate Council of the Eastern District Council had been in good standing when the meeting was held on March 5, 1956; meanwhile the evidence shows that not a single Council in the Eastern District, nor the Eastern District Council itself, had paid its dues for 1955.

The words "that National Council shall consist... of two delegates from each District Council" cannot be applied to the Eastern District Council, which had neither the right to speak nor to vote, nor did it take part in any way in the meeting of the National Council on March 5, 1956. This appears clearly from Section 5 of Article VIII which says that no Subordinate Council or District Council which has not paid its dues to the National Council before the meeting of the National Council shall have the right to speak or to vote on any question submitted to the said meeting, *unless such right to vote is granted to one of them by two thirds of the votes of the National Council.*

The last phrase indicates that the National Council is made up only of the Subordinate Councils and district Councils which had paid their dues, since they are the ones which are left to make up the National Council and which can grant the right to vote to those who have not paid them. Therefore, in the opinion of the Court, Section 1 of Article VII could apply only to members in good standing. If the said section were interpreted literally it would mean that a District Council which has not paid its dues could prevent the holding of a meeting of the National Council indefinitely by refraining from sending its delegates, and could bring about the dissolution of the Association.

The Court in rejecting the first allegation concluded that a Council which is in default in paying its dues does not form part of the National Council and is not referred to by Article VII. However, such a Council is entitled to be notified of the meeting of the National Council, as was actually done. If a District Council which is in default in paying its dues does not send its representatives, it forgoes the privilege of asking the meeting of the National Council for the right to vote on certain questions under Section 5 or Article VIII.

Later, the Court dealt with the second allegation of the petitioner, namely, that a quorum of three Subordinate Councils was not present at the meeting on March 5, 1956.

The petitioner attacked the validity and the existence of Councils 20 and 21—New Westminster and Esquimalt—thus claiming

the lack of the required quorum of three Councils to make legal the meeting held on March 5, 1956. The Court did not find these allegations valid. Two Councils in question received their charters from the National Executive in accordance with the regulations; and both councils appeared to be in existence and in good standing in the report of the National Secretary-Treasurer for the year 1955. Therefore, the Court concluded, both councils were entitled to be present at the National Council meeting, and along with other Subordinate Councils they could make up the quorum required by Section 3 of Article VIII of the regulations.

While admitting the existence of Councils 20 and 21, the Court drew attention to the fact that the minutes of the National Council show that only the delegates representing the Council of District No. 4, Subordinate Council No. 20 and Subordinate Council No. 21 were certified as such by the Credentials committee. The regulations of the Association draw a very clear distinction between the District Councils and the Subordinate Councils.

As to the required quorum, Section 3 of Article VIII provides as follows:

Section 3. No meeting of the National Council can be held unless a quorum of members thereof be present. A quorum shall consist of five members, who have in their possession duly accredited certificates from their District or Subordinate Councils that they have been elected representatives to said National Council. Such quorum of five *must represent not less than three Subordinate Councils.*

This section requires that at least three Subordinate Councils be represented by the five delegates making up the quorum.

Section 10 of Article VIII requires that, as soon as the meeting opens, a three-member credentials committee be formed to report immediately on credentials. Therefore, Sections 3 and 10 combined (Article VIII of the regulations) require for the existence of a quorum that: (a) the delegates of at least three Subordinate Councils have credentials from their respective councils; (b) the Credentials Committee accept these delegates, after examining their credentials, and report on this acceptance to the meeting.

The Court found that the minutes of the meeting on March 5, 1956, show that the delegates of two Subordinate Councils only were accepted by the Credential Committee. Consequently, the Court ruled that the National Council Meeting held on March 5, 1956, did not have the quorum required by the regulations, and therefore it was held illegally.

The decision reached by the Court regarding the second claim put forward by the petitioner made it superfluous to decide on the third claim submitted, which was as follows: "Even if the meeting were called and held legally, the election of officers is illegal, null and of no effect". However the court examined this claim and rejected it as ill-founded.

The Court reached the conclusion that the petitioner proved that the National Executive was elected at a meeting which was held illegally, because of the lack of quorum, and that the respondent Greaves

was appointed or elected National Secretary of the Association by persons who were not qualified to do so.

The judgment of the Court was that the election or appointment of Richard Greaves as National Secretary-Treasurer of the National Association of Marine Engineers of Canada was illegal, null and of no effect, and that since that election he has held that office illegally, and that he is deprived of that office. *John McGough v. Richard Greaves et National Association of Marine Engineers of Canada*, Superior Court, Montreal, July 15, 1957 (unreported).

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## Recent Regulations, Federal and Provincial

**Alberta issues rules for prevention of fires and injuries around gas, oil wells; Manitoba revises licensing requirements for electricians**

In Alberta, the Drilling and Production Regulations issued recently under the Oil and Gas Conservation Act set out a number of safety rules, one of which provides that particulars of the required pressure and mechanical tests of blow-out prevention equipment must be recorded in the daily drilling log book. Under revised regulations under the Welding Act respecting certification of welders, authority to issue certificates of proficiency without examination is more limited. The trade of a cook was declared an apprenticeable trade.

The new regulations under the Manitoba Electricians' Licence Act provide that a licence may not be issued unless the applicant is 18 years or over, has the required experience and qualifications and has passed the prescribed examination.

Revised regulations have been issued by the new Brunswick Motor Carrier Board setting out qualifications for bus drivers and safety provisions for both bus and public trucking operations.

Under the Canada Shipping Act, revised life saving equipment regulations have been approved.

The Saskatchewan regulations governing the design, construction, installation and use of boilers and pressure vessels have been revised.

### Canada Shipping Act

Regulations under the Canada Shipping Act to be cited as the "Life Saving Equipment Regulations" were approved by P.C. 1957-875 on June 20 and gazetted on July 10. They replace the Regulations

respecting Life Saving Appliances made by P.C. 1954-1815 of November 23, 1954.

The Life Saving Equipment Regulations apply to new ships and, in so far as is reasonable and practicable, to existing ships. They do not apply, however, to fishing vessels except as provided in the Small Fishing Vessel Inspection Regulations and the Large Fishing Vessel Inspection Regulations nor do they cover motor boats not over five tons, gross tonnage, that carry passengers, or are pleasure yachts or motor boats not over 15 tons gross tonnage (including work-boats, tugs and similar vessels) that do not carry passengers.

The regulations specify the life saving equipment to be carried on 17 classes of ships, lay down general rules with respect to this equipment and set out specific safety standards for lifeboats, life rafts, radiotelegraph equipment, lifejackets, life-buoys and line-throwing appliances. Construction requirements are given in the attached schedule.

### Alberta Apprenticeship Act

The trade of cook has been designated a trade under the Alberta Apprenticeship Act by O.C. 916/57, gazetted on June 9. As a result of the new order, a person eligible for apprenticeship may not be employed in the trade for more than three months without entering into an apprenticeship contract or receiving the permission of the Apprenticeship Board.

Alberta is the first province to declare the trade of cook an apprenticeable trade.

## Alberta Oil and Gas Conservation Act

A number of safety provisions are included in the Drilling and Production Regulations issued recently under the Alberta Oil and Gas Conservation Act which were gazetted on July 15 as Regulation 3/57. They lay down strict requirements with respect to location of tanks, machinery and equipment and fire and blow-out prevention. Other safety measures for gas and oil wells are set out in the regulations governing the erection of derricks and the operation and maintenance of gas and oil well drilling equipment made by the Workmen's Compensation Board (L.G., 1953, p. 588).

As regards storage, the new regulations provide that no oil may be stored in unprotected earth excavations or in inadequate storage receptacles likely to cause waste, leakage, evaporation, fire or other hazards. Every oil tank or battery of tanks must be surrounded by a dike or ditch of greater capacity, which must be maintained in good condition and kept free from grass, weeds or combustible material. Tanks must be located so as to comply with the regulations under the Fire Prevention Act. Where there are no applicable regulations, the distance from the outer perimeter of the surrounding ditch or dike to any road, railway, dwelling, plant, aircraft runway, taxiway, military building, church or school must be 200 feet or three times the greatest dimension of diameter or the height of the tank, whichever is greater, except where the Oil and Gas Conservation Board, because of special circumstances, decrees otherwise.

All water produced from the well must be disposed of in an approved manner. In no case may salt water, drilling fluid, oily refuse or any flammable product from a well, tank or other production installation be allowed to create a health or safety hazard. All rubbish, debris or oily refuse must be removed immediately to a distance of at least 150 feet from any buildings, tanks, wells or pump stations and disposed of in such a manner as not to create a fire hazard or pollute any stream.

All flare pits and ends of flare lines must be constructed and safeguarded so as to create no hazard to property or forest cover and, unless permitted by the Board, may not be located within 350 feet of any railway, pipe line, road, plant, building or dwelling. No flare pit or open end of a flare line may be within 75 feet of a treater (defined as a fired apparatus specifically designed and used for separating oil from gas or water) or within 150 feet of a well, separator or crude oil storage tank.

In addition to the general provision requiring all fires to be safeguarded by sufficient mechanical or other means, the regulations lay down specific rules with respect to the placing of machinery and equipment that might cause a fire or explosion. An open element electric heater, a flame-type stove, heater, treater or other flame-type equipment or boiler or steam generating equipment operating at 35 pounds p.s.i. or less may not be placed within 75 feet of any well or other unprotected source of ignitable vapours, and no boiler or steam generating equipment operating at pressure greater than 35 pounds p.s.i. may be closer than 150 feet. Crude oil storage tanks and boilers and steam generating equipment must be located at least 150 feet from any well. A treater may not be placed within 75 feet of any type of boiler or direct-fired heater or within 10 feet of any other treater or indirect-fired heater. The regulations also stipulate that no separator may be enclosed within the firewall, dike or ditch surrounding a storage tank or installation.

Another precautionary measure provides that all vessels and equipment from which ignitable vapours may issue must be safely vented and all vent lines from oil storage tanks to flare pits must be provided with flame arrestors. All motors within 20 feet of any well, separator, or storage tank must be constructed or enclosed so as to be externally spark proof. Installations in such localities are to be made in compliance with the provisions of the Factories Act and the Electrical Protection Act and regulations. If internal combustion engines are operated within 75 feet of such places, their exhaust pipes must be either insulated or sufficiently cooled to prevent ignition of flammable material.

Explosives may be stored only in properly constructed magazines situated at least 500 feet from where any drilling or production operation is carried on. Smoking is prohibited on any rig or derrick or within 75 feet of any well, separator or storage tank.

Each operator is required to report to the Board any fire occurring at an oil or gas well, field battery installation or field storage tank, or that destroys oil or gas; any tank struck by lightning, or any break or leak in a tank or pipe line resulting in loss of gas or oil. An immediate report must also be made if any well is flowing uncontrolled.

Specific rules are also set out with respect to blow-out prevention. Whenever a well is being drilled, tested, completed or reconditioned the operator must at all times maintain adequate casing and blow-



out prevention equipment, bearing in mind the depth to be drilled, the expected pressures and the need, in case of a blow-out, to shut off the open hole completely and to surround and close off the drill pipe, casing or tubing. The regulations also specify that controls for such equipment must be located outside the rig substructure.

Certain tests are also prescribed for blow-out prevention equipment, the particulars of which must be recorded in the daily drilling log book. Before drilling out the surface casing or an intermediate casing, the equipment must be pressure tested to at least 1,000 pounds p.s.i. and unless found serviceable the drilling may not proceed. While a well is being drilled, blow-out prevention equipment must be mechanically tested at least once each day and any defects repaired before drilling is resumed. During the winter the operator is required to see that the serviceability of blow-out prevention equipment is not reduced through freezing.

In addition, the regulations provide that the Board may prescribe types of blow-out prevention equipment and may stipulate the conditions under which such equipment may be used.

### **Alberta Welding Act**

The regulations under the Alberta Welding Act respecting certificates of proficiency for welders (L.G., Jan. 1956, p. 92) have been re-issued with some minor changes. The new regulations were approved by O.C. 915/57 and gazetted on June 29.

Two grades of journeymen's certificates, first class and second class, are again provided for with no change in qualifications. Instead of provisional certificates, however, the new regulations provide for restricted certificates, imposing substantially the same limitations as formerly.

Restricted certificates are the only certificates which may now be issued by the Department of Labour at the discretion of the Minister for a limited time or a specified date. Usually, however, they will be granted to persons with some experience who have passed an examination consisting of both theoretical and practical tests. Unlike provisional certificates, they will not be given to welders who, while failing to pass the examination for a journeyman's certificate, have obtained at least two-thirds of the pass mark.

The holder of a restricted certificate may do only the welding operations shown on the certificate and for the period specified. Upon application, however, his certificate may be renewed at the discretion of the

department. If qualified to do electric welding, he may not use acetylene cutting equipment, the use of such tools now being restricted to persons with a first class journeyman's certificate.

Restricted certificates are subject to the same rules regarding cancellations and suspensions as journeymen's certificates. They may be cancelled if obtained by misrepresentation or fraud and are also subject to cancellation or suspension for cause.

Another change with respect to certification is that the only certificate which may now be issued without examination to persons licensed by another province or other approved licensing authority are first class journeymen's certificates. Applicants who are not considered eligible for a first class certificate will be required to qualify by examination. Formerly the department was permitted to issue any type of certificate it considered proper under such circumstances and could later grant a journeyman's certificate without examination to a welder who had previously been given a provisional certificate.

With regard to renewals, the regulations again provide that journeymen's certificates must be renewed annually, except that now a welder licensed under the Welding Act who also holds a gas and electric pressure welding certificate need only register with the Boilers Branch. If, however, he is authorized to do only one type of pressure welding he must register with both branches. As before, the holder of a journeyman's certificate who does not apply for renewal for three consecutive years may be required to appear for re-examination.

### **Manitoba Electricians' Licence Act**

Last year, the licensing of electricians in Manitoba, which was formerly carried on under the Power Commission Act in areas served by the Manitoba Power Commission and under the Electricians' Licence Act in the remainder of the province, was put under the exclusive jurisdiction of a new six-member licensing body set up under the Electricians' Licence Act (L.G., Sept. 1956, p. 1152). The first regulations to be issued since the new system was established were approved by Man. Reg. 47/57 on June 27 and gazetted on July 6.

The new regulations, which replace regulations authorized by Man. Reg. 102/45 and Man. Reg. 20/46, are in two parts, Part I setting out the requirements for licences and Part II dealing with standards, inspections and fees.

The Act provides for three types of licences, journeymen's, limited and special, as well as for permits authorizing householders to do work on their own premises. The new regulations, in addition to the general provision that the Minister may issue licences only to persons 18 years and over who have the required experience and qualifications and who have passed the prescribed examinations, set out specific qualifications for applicants for journeymen's and limited licences and for permits.

An applicant for examination for a journeyman's licence must have completed an apprenticeship under the Apprenticeship Act (currently four years); or, if not a registered apprentice, must have had an additional year's experience as a helper under the direct supervision of a journeyman and have completed a study course acceptable to the board of examiners; or have held a limited licence and have had practical experience in the electrical trade for a period equal to a term of apprenticeship and, in addition, must have completed an approved study course; or have special qualifications in engineering which, in the opinion of the board, are equivalent to those set out above.

To be eligible for a limited licence, an applicant must have had 12 months' practical experience as a journeyman's helper or as helper to a person with a limited licence whom the board considers a suitable instructor. A person with comparable experience who has completed an approved course may also be considered for a limited licence.

Qualifications for an applicant for a special licence are set out only in the Act. It provides that a special licence may be granted to a workman engaged in the repair or maintenance of electrical equipment in an industrial establishment, authorizing him to do work on the premises.

Notwithstanding the qualifications set out above, however, the Minister, on the recommendation of the board, may issue a licence with or without examination to a person holding a comparable licence from another province or other approved licensing authority.

As regards permits, the regulations provide that a permit authorizing the holder to do specified work on his own premises may be issued by the Minister if he is satisfied that the applicant knows how to do the work and has sufficient knowledge of the applicable code to do it safely and properly.

A candidate for an examination must make a written application on a prescribed form to the Mechanical and Engineering

Division of the Department of Labour, enclosing references from employees or other documentary evidence of qualification required by the board. If it is discovered that any false or misleading statement has been submitted, the board may disqualify the applicant from trying an examination for a period of 90 days or, where a licence has already been issued, the Minister may cancel the licence or suspend it, either for a specified period or until the holder fulfils certain conditions.

Examinations will be held monthly in Winnipeg or at a time and place fixed by the chairman of the board. The passing mark is 70 and a candidate who fails is eligible to try the next regular examination if he submits a new application and pays the prescribed fee. However, a person who fails to qualify for a journeyman's licence may be granted a limited certificate without further examination.

All licences must be renewed annually, the regulations providing that a person who has been absent from the trade for more than five years and has not renewed his licence for three or more years may not be issued a new licence until he has passed another examination.

On the recommendation of the board, the Minister may amend, cancel, suspend or vary a licence, not only for cause, but also for failure to conform to the provisions of the Act or regulations or any applicable municipal by-law, or to comply with the requirements of approved codes or rules or a permit issued by a recognized authority, or to rectify defective installations or electrical equipment following a written notice or to pay the prescribed fees. Once cancelled, a licence may not be renewed until the Minister has a report from the board satisfying him that the disability has been removed. Similarly, a licence that has been suspended for an indefinite period may not be re-instated until the reason for suspension no longer exists. After a third suspension, a licence will be cancelled and the holder will be required to qualify by examination before a new licence may be issued.

An applicant may appeal a decision of the board to the Minister, setting out in writing the particulars of the decision and the grounds of complaint and appeal.

The provisions respecting standards, inspections and fees set out in Part II apply in all parts of the province except the City of Winnipeg and areas served by the Manitoba Power Commission.

The standards to be followed in areas within the scope of the regulations are those set out in the sixth edition of the

Canadian Electrical Code. The Minister, however, may waive compliance in case of undue hardship provided no hazard to persons or property would be created, or where a municipality has established substantially similar standards by by-law.

Work on any hotel, hospital, church, theatre, hall or other public place with a floor area of 1,500 or more square feet may not be commenced until plans and specifications showing the complete electrical layout have been approved by the department.

Before completion of any work, the licensee must apply for inspection on the prescribed form, at the same time forwarding a copy to the supply authority, which, except for a temporary connection, may not supply electrical energy or connect an electrical service until the work has been approved and a permit to supply has been issued by the department. In addition, the regulations provide that an inspector may, at all reasonable times, enter any public or private building to inspect or test any electrical work or equipment.

### New Brunswick Motor Carrier Act

The first regulations to be issued by the New Brunswick Motor Carrier Board under the revised Motor Carrier Act were approved by O.C. 57/565 on June 27 and gazetted on July 31, to take effect August 1. Incorporating with some changes the provisions of the Safety Regulations Respecting Public Motor Buses issued in 1947 and the Motor Carrier Regulations made by the Board in 1955 (L.G., Jan. 1956, p. 93), the new regulations set out qualifications of bus drivers, lay down safety standards for buses and public motor trucks and provide for inspection.

Unlike the previous regulations, which covered only intra-provincial carriers, the new regulations apply also to operators of public motor buses and trucks engaged in the carriage of passengers and freight under the Federal Motor Vehicle Transport Act. Under this Act, which was proclaimed in force in New Brunswick effective January 1, 1956, the provincial transport board is given authority to issue licences to extra-provincial carriers on the same terms as to local carriers.

The qualifications of bus drivers are the same as those previously set out in the Safety Regulations Respecting Motor Buses. No person may drive a public motor bus unless he is at least 18 years of age, of good moral character and fully competent to operate the vehicle under his charge. He is also required to submit annually a certificate from a duly qualified

medical practitioner certifying that his vision and physical condition are such that he is fit to operate a public motor bus.

The rule respecting the use of intoxicating liquor is more stringent than formerly, the new regulations prohibiting drinking at least three hours before reporting for work as well as on duty. As previously, the regulations provide that no driver may at any time use intoxicating liquor to excess.

Every motor carrier is again required to report to the Board if he finds that a driver is incompetent or physically unfit, has been guilty of misconduct or has failed to comply with the provisions of the Act or regulations. If he continues to employ an incompetent or unfit person as a driver, his licence may be suspended or revoked.

The hours of bus drivers are regulated to the extent that, except in an emergency, no motor carrier may permit the driver of a public motor bus to work as a driver more than 10 hours in any period of 16 consecutive hours. However, the provision requiring licencees and drivers to keep accurate records of hours worked by drivers does not appear in the new regulations. The provision that stated that the Board, in the interests of public safety, could order a licensee to reduce the hours of labour of drivers, and, in the event of refusal or failure to comply, could cancel a licence, has also been omitted.

There has been no change with regard to inspection, the regulations providing that every public motor bus or truck must be maintained in a safe and sanitary condition at all times and will be subject to inspection by the Board or persons appointed for that purpose.

Among other safety provisions, the regulations require every public motor bus to be equipped with two sealed fire extinguishers containing one quart of carbon tetrachloride or with one sealed extinguisher containing CO<sub>2</sub>. Every public motor truck is to be provided with an approved liquid fire extinguisher which must be kept in a satisfactory operating condition at all times.

No motor carrier or driver of a public motor bus or truck may knowingly carry any explosive, inflammable substance or dangerous article other than motion picture films properly packaged in metal containers. Fuel for the engine of a bus may be carried only in the built-in tank on the bus. However, the Secretary of the Board may issue a special licence for the transportation of dangerous goods if he is satisfied that the applicant is conversant

*(Continued on page 1119)*



# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Number of claims for benefit, claimants on "live" file at month-end, new beneficiaries and average weekly number of beneficiaries all lower in June than in May but higher than in June 1956, statistics\* show

The number of initial and renewal claims for unemployment insurance benefit in June continued the decline which occurred in the two previous months, being about 17 per cent lower than in May. In comparison with June 1956, however, it represented an increase of some 55 per cent.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 86,419 claims were received at local offices of the Unemployment Insurance Commission across Canada in June, compared with 104,326 in May and 55,212 in June 1956.

The volume of claimants having unemployment registers in the "live file" on June 28 as compared with the previous month and one year earlier shows about the same pattern as that of the claims filed. The June figure, at 204,516 (140,265 males and 64,251 females) is some 20 per cent below the May totals of 250,283 (184,106 males and 66,177 females) but 50 per cent higher than the count at June 29, 1956—136,032, of which 82,287 were males and 53,745 were females.

A total of 89,141 adjudications on initial and renewal claims was given during June; of these, more than three-quarters granted entitlement to benefit. Of the 18,190 initial claims "not entitled", 11,006 or 60 per cent were cases in which the benefit period was not established, and 7,184 were disqualifications.

New beneficiaries during June numbered 64,546, compared with 100,871 during May and 43,403 during June 1956.

Weeks compensated during June totalled 709,167, the amount of benefit paid being \$14,356,036, compared with 1,253,217 weeks and \$26,269,582 for May and 538,014 weeks and \$9,930,856 for June 1956.

The proportion of compensated weeks classed as "complete" continues to decline, being close to 90 per cent, as against 92 per cent during May. This is reflected in the upward trend in the proportion of partial weeks due to excess earnings associated with the availability of short-term employment.

The average weekly benefit rate was \$20.24 for June, compared with \$20.96 for May and \$18.46 for June 1956.

The average weekly number of beneficiaries was estimated at 177,300 for June, 313,300 for May and 128,100 for June 1956.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for June show that insurance books or contribution cards were issued to 4,028,924 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1957.

At June 30 employers registered numbered 293,505, a decrease of 344 since May 31.

### Enforcement Statistics

During June 1957 there were 5,232 investigations conducted by enforcement officers (formerly known as district investigators) across Canada. Of these, 4,086 were spot checks of postal and counter claims to verify the fulfilment of statutory condi-

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

\*See Tables E-1 to E-4 at back of book.

tions, and 81 were miscellaneous investigations. The remaining 1,065 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 147 cases, 63 against employers and 84 against claimants.\* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 716\*.

## Unemployment Insurance Fund

Revenue received in June totalled \$20,-240,554.22 compared with \$18,460,786.19 in May and \$19,771,219.25 in June 1956. Benefit payments in June amounted to \$14,330,-727.76 compared with \$26,249,196.58 in May and \$9,910,895.71 in June 1956. The balance in the fund on June 30 was \$852,729,261.78; on May 31 there was a balance of \$846,-819,435.32 and on June 30, 1956, of \$851,-856,538.39.

# Decisions of the Umpire under the Unemployment Insurance Act

## Decision CUB-1374, July 3, 1957

**Summary of the Facts:** The claimant, married, 31 years of age, filed an initial application for benefit on June 19, 1956, and registered for employment as a clerk. He stated that he had worked as a shipper for a bakery in Saskatoon, Sask., from August 31, 1953, to August 17, 1955, when he became ill with poliomyelitis, and that he was now available for work four or five hours a day. The claim was allowed.

In September 1956 it came to the attention of the Saskatoon local office that the claimant was attending a course at the University of Saskatchewan and as a consequence payment of benefit was withheld pending an investigation.

The claimant wrote to the local office on October 13, 1956, stating that he was attending a part-time course at the University of Saskatchewan and that notwithstanding this he was available for work on Wednesday and Friday afternoons, every evening and all day Saturday. He stated also that when he visited the local office in June 1956, he informed the official who interviewed him that he was planning to take a course at the University and was told that attending courses of training did not preclude one from drawing unemployment insurance benefit.

The officer who interviewed the claimant stated in a memorandum dated October 16, 1956, that when the claimant reported to the local office on June 19, 1956, to register for work and file a claim for benefit he stated that he was looking for summer employment only as he intended

to enroll at the university at the commencement of the fall term; that at that time he enquired about training classes and was advised of the courses available and approved by the Unemployment Insurance Commission.

In a signed statement made before the district investigator on October 17, 1956, the claimant explained that because of a crippled leg resulting from poliomyelitis he was unable to follow his former occupation as a shipper; that so as to improve his chances of obtaining employment he decided to take a part-time course in arts at the University of Saskatchewan which he began on September 26, 1956; that he did not inform the local office of his enrolment at the University because he was under the impression that it was in order to attend classes and draw unemployment insurance benefit at the same time; that he was willing to discontinue the course if suitable employment were offered to him at a wage equal to that which he received with the bakery, *viz*, \$55.50 a week; and that except for the few hours he was required to attend the course each day from Monday to Friday inclusive, he considered he was available for employment at all other times.

The insurance officer notified the claimant, on October 17, also that he was disqualified from receipt of benefit for an indefinite period retroactively to September 26, 1956, on the ground that he was not available for work (section 54 (2) (a) of the Act).

The claimant appealed to a board of referees, which, after having heard him, his representative and an official of the local office in Saskatoon on December 12,

\*These do not necessarily relate to the investigations conducted during this period.

1956, unanimously dismissed the appeal. In the opinion of the board the claimant had so restricted his availability while attending university that work could not be obtained for him.

With the permission of the chairman of the board of referees, the claimant appealed to the Umpire.

**Conclusions:** On the facts before me and regardless of the sympathy which I have for the claimant I must maintain the unanimous decision of the board of referees, which is in accordance with the requirements of the law.

As has been stated in many previous decisions, availability for work is not only a subjective matter which is considered in the light of the claimant's intention and mental attitude towards accepting employment but it is also an objective matter which must be determined in the light of his prospects for employment in relation to a certain set of circumstances beyond his control or which he has deliberately created.

In the present case the claimant's application for benefit was allowed in June 1956, notwithstanding the fact that his availability for employment was limited to clerical work, 4 or 5 hours a day. Three months later while still unemployed he decided to take a course at the University of Saskatchewan. Although such action was commendable and showed his eagerness to improve his future chances of obtaining employment, it considerably reduced his already restricted availability for work.

The board of referees, which no doubt is well acquainted with the employment opportunities in Saskatoon, came to the unanimous conclusion that work simply could not be obtained for the claimant while he was attending university. This finding is further strengthened by the fact that the claimant was still unemployed when he filed his appeal last January.

The appeal is dismissed.

#### Decision CUB-1375, July 4, 1957

**Summary of the Facts:** The claimant, married, 48 years of age, filed an initial application for benefit at the local office of the Unemployment Insurance Commission in Vancouver, B.C., on November 21, 1956, stating that he had worked as a shingle packer in a shingle mill in Vancouver from 1948 to November 16, 1956, (night shift) when he was laid off as the mill had closed down.

On November 21, 1956, also, the claimant stated to the local office that he commenced taking a course in plumbing on October 22, 1956, at the Vancouver Vocational Institute, which would be completed at the end of May 1957; that the hours and days of attendance were from Monday to Friday inclusive, 8:30 a.m. to 4:00 p.m.; that he was available for employment from 6:00 p.m. to 10:00 p.m., Monday through Friday, and all day Saturday; and that he was willing to discontinue the course if suitable employment were offered to him.

The insurance officer disqualified the claimant from receipt of benefit for an indefinite period as from November 18, 1956, because in his opinion he was not available for work (section 54 (2) (a) of the Act).

The claimant appealed to a board of referees on December 3, and on December 4, 1956, he wrote to the local office stating that he was now available for suitable employment during normal working hours.

The board of referees, after having heard the claimant and an official of his union in Vancouver on December 13, 1956, by a majority decision dismissed the appeal on the grounds that the claimant was considered to be not available for work inasmuch as the hours of attendance at the course were practically the same as those usually observed in regular employment. However, as the claimant had discontinued the course on December 3, 1956, the board terminated the indefinite disqualification imposed for non-availability for work as of the latter mentioned date. The dissenting member expressed the opinion that the outweighing factor in the case was the claimant's willingness to abandon the course should suitable employment be offered to him.

The claimant appealed to the Umpire.

**Conclusions:** On the facts before me I am inclined to agree with the dissenting member of the board of referees that the claimant should have been considered available for work within the meaning of the Act for the two weeks he attended the Vancouver Vocational Institute after he filed his claim for benefit.

The evidence indicates that for a month preceding his layoff he attended the said school while working full time. As he was employed on a night shift at the mill he should, according to the established practice, have been given some little time to seek work of the pattern he was accustomed to before being disqualified for non-availability for work.

The appeal is allowed.



# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during July

### Works of Construction, Remodelling, Repair or Demolition

During July the Department of Labour prepared 221 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 274 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in July for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Post Office .....	13	\$ 97,594.82
RCMP .....	4	60,493.08

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(b) the working hours shall be those fixed by the custom of the trade in the district or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during July

During July the sum of \$8,013.74 was collected from 11 contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 493 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during July

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*McGregor Lake Alta*: Nodwell Bros Ltd, construction of Lomond crossing between Lomond & Vulcan & alterations to South McGregor dam between Calgary & Lethbridge. *Magrath Alta*: Kenwood Engineering Construction Ltd, construction of reinforced concrete spillway for Pothole Dam.

### Central Mortgage and Housing Corporation

*Gander Nfld*: Chisholm Construction Co, installation of water & sewer laterals; Terminal Construction Division of Henry J Kaiser Co (Canada) Ltd, site improvement & planting. *Cornwallis N S*: Raymond Moore, site improvement & planting. *Montreal Que*: Petco Construction Corp, \*renewing counter tops, Benny Farm; City Wire Co Ltd, \*supply of basement window screens, Benny Farm; The Steel Co of Canada Ltd, \*removal of 4' chain link fence & erection of 6' fence, Villeray Terrace. *Rouyn Que*: Marcel Cotes, exterior painting of housing units. *Val d'Or Que*: Valere Bolduc, exterior painting of housing units. *Brockville Ont*: Island City Greenhouses, site improvement & planting. *Camp Borden Ont*: Sterling Construction Co Ltd, construction of high school. *Deep River Ont*: Raymond Crowe, site improvement & planting, AECL 16/55. *Hamilton Ont*: Halco Construction Co Ltd, relocation & renovation of wartime houses; H H Sutton, site improvement & planting. *Ottawa Ont*: Taggart Construction Ltd, \*concrete curbing at Strathcona Heights. *Red Deer Alta*: Bill Hopps & Co Ltd, \*exterior painting of housing units. *Vernon B C*: Rosenquist & Sons, exterior painting & repairs to porches & steps of housing units, Project No 1.

### Department of Citizenship and Immigration

*Sioux Lookout Indian Agency Ont*: D Saville, renovations to mechanical equipment & services at IRS. *Walpole Island Indian Agency Ont*: Triple "R" Contractors (Wallaceburg) Ltd, addition to No 1 day school.

### Defence Construction (1951) Limited

*St John's Nfld*: A P Green Fire Brick Co Ltd, repairs to boiler settings & combustion chambers, central heating plant, Buckmaster's Field. *Charlottetown P E I*: York Structural Steel Co, supply & erection of structural steel for drill hall, Naval Reserve Division, HMCS *Queen Charlotte*. *Dartmouth N S*: Reg H Steen Ltd, alterations to pipe tunnels, RCN Air Station; Walker & Hall Ltd, repairs to south jetty, HMCS *Shearwater*. *Deepbrook N S*: L G Rawding Construction Ltd, construction of sports field, stage II, HMCS *Cornwallis*. *Greenwood N S*: Valley Services Ltd, installation of power supply to GCA hardstand, RCAF Station. *Sydney N S*: Trask Well Co Ltd, \*drilling & testing water well. *Montreal Que*: A D Ross & Co Ltd, extension to sub-station & distribution system, Longue Pointe. *St Paul l'Ermite Que*: Douglas Bremner Construction Ltd, construction

of bldg 509A, phase 3, Filling Division, Canadian Arsenals Ltd. *Valcartier Que*: Michaud & Simard Inc, construction & renovation of roads, paths & areas, CARDE. *Valleyfield Que*: Douglas Bremner Construction Ltd, construction of bldgs & connecting passageway, Explosives Division, Canadian Arsenals Ltd. *Cobourg Ont*: George A Crowe Construction, ground improvements, No 26, COD. *London Ont*: Riverside Construction Co Ltd, extension of paving & grassing, 27 COD/RCOC. *Uplands Ont*: F E Cummings Construction Co Ltd, construction of air movements bldg, RCAF Station; Sirotek Construction Ltd, construction of concrete apron to alert hangars, RCAF Station. *Camp Shilo Man*: Peter Leitch Construction Ltd, construction of two 25 yard ranges. *Fort Churchill Man*: Carter Construction Co Ltd, construction of extension to diesel power plant. *Penhold Alta*: A J Shrubsall & Co Ltd, conversion of steam generating units from mechanical feeder stoker firing to natural gas firing with fuel oil standby, RCAF Station.

### Building and Maintenance

*Greenwood N S*: Roy Vincent Germain, replacement of hangar wiring in hangars & leantos, RCAF Station. *Halifax N S*: McDonald Construction Co Ltd, installation of overhead doors, No 12 ROD, Willow Park. *Woodstock N B*: John Flood & Sons Ltd, exterior renovations to armouries. *Edgar Ont*: Terminal Construction Division of Henry J Kaiser Co (Canada) Ltd, landscaping at RCAF Station. *Kingston Ont*: Foley Construction, repairs to washrooms, dormitory bldg 31, RMC. *Camp Shilo Man*: Norlen Painting & Decorating, exterior painting of PMQs. *Camp Wainwright Alta*: J T Devlin & Co Ltd, exterior painting of bldgs. *Northwest Highway System B C & Y T*: J Boshard & Son Ltd, painting of bridges at Lower Liard & Upper Liard Rivers, mile 495.8 & 642.6.

### Department of Defence Production

#### (June report)

*Summerside P E I*: Maritime Asphalt Products Ltd, interior redecoration of GIS bldg No 48, RCAF Station; Jack Rawek, interior painting of bldgs, RCAF Station; Jack Rawek, interior painting of bldgs, RCAF Station. *Greenwood N S*: C F Cox Ltd, replacement of roof on main hangar, RCAF Station. *Halifax N S*: S W Ferguson Ltd, renewal of roofing & flooring, MTE bldg S-9, HMCS *Stadacona*; Nova Scotia Waterproofers Ltd, reroofing of bldgs, RCAF Station, Gorsebrook Station; Peerless Contracting Co Ltd, repairs to roads, sidewalks & parking areas, etc, DND property, Anderson Square, Gorsebrook Station. *Shearwater N S*: Canadian Bridge Co Ltd, erection of radar tower, RCN Air Station. *Fredericton N B*: Cecil W Guthrie, removal of snow, 1957-58, Saint Anne's Point Barracks (West). *Bagotville Que*: C P Fabien Ltd, installation of refrigerator, ration depot, RCAF Station; Provincial Engineering Ltd, repairs to underground steam distribution lines, RCAF Station. *Farnham Que*: W Racicot, interior painting of kitchens, Cadet Summer Camp. *Quebec Que*: Motoculture Moderne Enr, cutting of hay & grass, etc, DND areas. *Ste Foy Que*: H S Robitaille Enr, repairs to porch slabs & steps of PMQs. *St Hubert Que*: Goodman Construction Co (Montreal) Ltd, exterior painting of bldgs, RCAF Station. *St Johns Que*: Hormisdas Perron, interior painting of barrack block No 105, RCAF Station; St Johns Painting & Decorating Reg'd, interior painting of bldg No 20, RCAF Station. *Senneterre Que*: Modern Plumbing & Heating Ltd, installation of built-up roof, Back Up Tower No 1, RCAF Station. *Centralia Ont*: Arthur Hall, interior painting of bldgs, RCAF Station. *Hagersville Ont*: R F Almas Co Ltd, repairs to road, No 1 Det Stock Vehicle Park, RCOC. *London Ont*: Winder Seal Windows (London) Ltd, installation of aluminum windows, Wolesey Barracks. *Ottawa Ont*: Malloff Ltd, repairs to rifle range, Connaught Rifle Range. *Point Petre Ont*: Lightfoot Construction Ltd, alterations to water pumping station at Summer Camp. *Trenton Ont*: Beavis Bros Ltd, replacement of roof on bldg No 38, RCAF Station; Armson Iron Works Ltd, installation of bleachers on sports field, RCAF Station. *MacDonald Man*: H G Hay Decorating Co, interior painting of leantos to hangars, RCAF Station; H G Hay Decorating Co, exterior painting of bldgs, RCAF Station; H G Hay Decorating Co, interior painting of PMQs, RCAF Station. *Winnipeg Man*: A M Tallman, repairs to parking lots, RCAF Station; A M Tallman, repairs to roads, RCAF Station; Vulcan Iron & Engineering Ltd, repairs to boilers in central heating plant, RCAF Station. *Cold Lake Alta*: Rainbow Painting & Decorating Co, interior decorating of PMQs, RCAF Station. *Edmonton Alta*: Rainbow Painting & Decorating Co, painting of roofs on bldgs, Tactical Air Command Headquarters; Sinclair Concrete Co Ltd, construction of sidewalks, Griesbach Barracks. *Namoo Alta*: Edmonton Floor Surfacing Co Ltd, sanding of floors in PMQs, RCAF



Station. *Penhold Alta*: Everall Engineering Ltd, repairs to concrete surface in hangar No 5, RCAF Station. *Sardis B C*: P H Boldt & Son, exterior painting of bldgs, No 11 Works Coy, RCE, Camp Chilliwack. *Vernon B C*: Storms Contracting Co (Pacific) Ltd, repairs to roads at Military Camp.

## National Harbours Board

*Halifax N S*: Fundy Construction Co Ltd, reconstruction of original pier 9. *Saint John N B*: Standard Dredging Co Ltd, maintenance dredging. *Montreal Que*: The Foundation Co of Canada Ltd, construction of wharf extension, sections 94 to 96; Atlas Construction Co Ltd, construction of piers, Nuns' Island Bridge; Charles Duranceau Ltd, alterations to southern approach, Jacques Cartier Bridge & construction of roadways; Charles Duranceau Ltd, construction of bituminous concrete paved road, sections 44-46; The Sicily Asphaltum Paving Co Ltd, construction of macadam base on Laurier & Sutherland Piers.

## Department of Public Works

*St John's Nfld*: Colonial Construction Co Ltd, erection of concrete retaining wall on front of biological station, Fisheries Research Board of Canada. *Terra Nova National Park Nfld*: Concrete Products (Nfld) Ltd, grading, etc, of Trans-Canada Highway from Traytown to Big Brook. *Wabana Nfld*: Newfoundland Engineering & Construction Co Ltd, construction of federal bldg. *Prince Edward Island National Park P E I*: Matheson & MacMillan Ltd, grading, paving, etc, Dalway to Stanhope Beach. *Summerside P E I*: M F Schurman Co, construction of fumigation chamber on Railway Wharf. *Wood Islands P E I*: J P Porter Co Ltd, \*dredging. *Cape Breton Highlands National Park N S*: Trynor Construction Co Ltd, grading, culverts & base course, mile 10 to mile 15, Cabot Trail. *Chester N S*: Chester Seacraft Industries Ltd, \*construction of 45 ft survey launch. *Comeauville N S*: R A Douglas Ltd, breakwater repairs; T C Gorman (Nova Scotia) Ltd, \*driving of test piles. *Dublin Shore N S*: Colin R MacDonald Ltd, breakwater reconstruction & extension. *Glace Bay N S*: Foundation Maritime Ltd, \*driving of test piles. *Halifax N S*: S W Ferguson Ltd, repairs to weeping tile & waterproofing exterior foundation walls at Camp Hill Hospital. *Isaac's Harbour N S*: Colin R MacDonald Ltd, wharf reconstruction. *Little Harbour (Lower Cherry Hill) N S*: Mosher & Rawding Ltd, construction of wharf. *Willow Cove N S*: Mosher & Rawding Ltd, road construction. *Fredericton N B*: Weyman Construction Co Ltd, construction of front entrance steps, Science Service Laboratory; Weyman Construction Co Ltd, alterations to federal bldg. *Angliers (Quinze Dam) Que*: Intrusion-Prepakt Ltd, repairs & construction of apron (east half). *Blackpool Que*: Ovila Duteau, construction of summer inspection kiosk; Jean Baptiste Bouchard, construction of coolroom in Fisheries station. *Baie Ste Catherine (Anse-au-Portage) Que*: Gaspé Construction Inc, construction of wharf. *Carleton Que*: Jean B Boudreau, construction of spur wharf extension. *Grande Entrée Que*: La Cie de Construction Arseneau, construction of landing extension; La Cie de Construction Arseneau, repairs to slipway. *Hull Que*: Bedard-Girard Ltd, extension of services to machinery & equipment in National Printing Bureau; Roy & Lavoie Reg'd, alterations to Woods Mfg Bldg; Provincial Engineering Ltd, transfer of printing machinery, equipment & office furniture, etc, from Mortimer Bldg to National Printing Bureau; Maple Leaf Window Cleaners, cleaning of windows in various Government bldgs. *Lauzon Que*: Geo T Davie & Sons Ltd, \*construction of steel pontoons for suction dredge PWD No 12. *Maria Que*: Leonce Thibodeau, construction of protection works. *Maria Capes Que*: Fortunat Bernard, construction of slipway & hauling plant. *Matapedia Que*: J Antonio Dufour, construction of concrete wall. *Miguasha Que*: Bert Dimock, wharf enlargement. *Montreal Que*: Geo O'Reilly, moving of equipment, furniture & fittings from old UIC bldg to new UIC bldg; Canadian Erectors Manufacturing Ltd, \*construction of steel pontoons for dredge PWD No 21; Rowe Bros & Co (Canada) Ltd, supply & erection of steel partitions in new UIC bldg; J J Shea Ltd, subdividing of rooms in National Film Board bldg. *Napierville Que*: Lemieux & Frère Inc, construction of post office bldg. *Petite Rivière Est Que*: Marcel Cauvier & J E Keays, jetty extension. *Quebec Que*: Maurice Pollock Realty Co Ltd, cleaning interior of Pollock bldg. *Rivière-au-Renard Que*: Emile Cloutier, wharf extension. *St Jean Port Joli Que*: Jean-Baptiste Rioux, wharf extension. *St Omer Que*: Fortunat Bernard, construction of remedial wall. *St Simon Que*: La Cie D'Equipment & Construction de Rimouski Ltée, construction of protection works. *Schefferville Que*: Richard & B A Ryan Ltd, sectioning, moving & erecting RCAF bldg No 1. *Terrebonne Que*: Leonard J Weber Construction Co, addition & alterations to federal bldg. *Arnprior Ont*: M Sullivan & Son Ltd, construction of foundations & repairs to bldg No 13, Civil Defence College. *Brantford Ont*: J I Crowe & Sons, alterations & partitioning

in premises of Customs & Excise Division. *Elliot Lake Ont*: Hill-Clark-Francis Ltd, erection of prefabricated bldg for postal accommodation. *Hamilton Ont*: Norm Stewart, alterations to old federal bldg. *Kemptville Ont*: H W Cameron, installation of new screenline, lock boxes & redecoration of post office. *London Ont*: Roy James Construction Co Ltd, alterations to National Revenue bldg. *Napanee Ont*: F McConnell & Son, construction of screenline in post office. *Oshawa Ont*: St Clair House Wrecking Co Ltd, demolition of old post office bldg. *Ottawa Ont*: Hugh M Grant Ltd, & J A Cronier Co Ltd, demolition of National Film Board bldg; Dibblee Construction Co Ltd, construction of parking facilities on Parliament Hill; William D'Aoust Construction Ltd, removal & replacement of damaged lintel over entrance of Connaught Bldg; A Lanctot Construction Co Ltd, removal & repairs to tunnels, east bank, Parliament Hill; J A Cronier Co Ltd, demolition of various bldgs; McAuliffe-Grimes Ltd, laying of mastic on third floor, old Printing Bureau; Rene Cleroux, installation of fresh air supply in main bldg, NRC; Murphy & Morrow Ltd, repair to defective plaster in Postal Terminal Bldg; McAuliffe-Grimes Ltd, laying of mastic on fifth floor, old Printing Bureau; Norman H Way Construction, alterations to kitchen equipment, Experimental Farm; Keystone Contractors Ltd, Rideau Heights development; Sunnyday Contractors Ltd, repointing & repairs to stonework, Confederation Bldg; Stanley G Brookes, electrical work in Norlite Bldg; Commercial Painting & Decorating Co, exterior painting of Confederation Bldg; Lord & Burnham Co Ltd, repairs to Palm House & installation of aluminum caps on exterior of bldg, Rideau Hall; Roger E Boivin, redecorating walls & ceilings of Postal Terminal Bldg; J R Statham Construction, alterations on first & second floors, Jackson Bldg; Canadian Ice Machine Co Ltd, installation of air conditioning system in Senate Chamber & room 301, Centre Block, Parliament Bldgs; McAuliffe-Grimes Ltd, laying of mastic on fourth floor, old Printing Bureau; William D'Aoust Construction Ltd, construction of mezzanine floor, COD, Plouffe Park; William D'Aoust Construction Ltd, alterations to No 3 Temporary Bldg; Boreal Construction Co Inc, alterations to ground floor of Kent-Albert bldg; Leopold Beaudoin Construction Ltd, alterations to Booth barn, Animal Husbandry Division, CEF; Andrews Bros Construction Co, alterations for installation of irradiation laboratory, Booth St; Robert Strang, interior painting & decorating, Langevin Block; Moe Koffman, alterations to fourth floor, Sovereign Bldg; Raymond Marcil, restoration of stonework & repairs to Langevin Block; H Pion & Sons, supply & installation of ventilation system in RCMP Seminary Bldg; George C Graves Construction Co Ltd, renovations for relocation of Forest Biology Division, Science Service Annex, CEF; Duford Ltd, replacement of window glass in Senate Chamber; B Perini & Sons Canada Ltd, construction of office bldg, Riverside Drive. *Petawawa Ont*: M Sullivan & Son Ltd, construction of residences, Forest Experimental Station. *Port Arthur Ont*: Joseph Henri Turcotte, interior painting of federal bldg. *St Thomas Ont*: Elgin Construction Co Ltd, alterations to post office & customs bldg; C E Flexen Machine Co Ltd, \*construction & delivery of dipper attachment & shipper shaft pinions for dredge PWD No 116. *Toronto Ont*: J O Dougall Ltd, repainting & redecoration of UIC bldg; Taylor Bros, installation of counters, screens, & painting, etc, British Postal Parcels Section, Dominion Public Bldg; Wilkinson Construction Ltd, installation of partitions at 98 Fleet St. *Welland Ont*: Master Painters & Decorators, interior painting of post office, UIC & customs premises in federal bldg. *Windsor Ont*: Luigi De Apollonia, renovations to animal quarantine station. *Boissevain Man*: Gustav Verbeke, alterations & improvements to postal area at federal bldg. *Stonewall Man*: Malcom Construction Co Ltd, alterations & renovations to postal area at federal bldg. *Wasagaming Man*: Claydon Co Ltd, wharf reconstruction, Riding Mountain National Park. *Esterhazy Sask*: Melville Construction Co, repairs to RCMP detachment quarters. *North Battleford Sask*: W C Wells Construction Co Ltd, construction of federal bldg. *Onion Lake Sask*: K G Myers Construction, construction of nursing station. *Prince Albert Sask*: Wagner Bros, interior painting of federal bldg. *Regina Sask*: W H McDiarmid Construction Co, alterations to old post office bldg. *Banff National Park Alta*: W C Arnett & Co Ltd, grading, culverts, base course & prime coat, mile 40 to mile 46, Banff-Jasper Highway; W C Arnett & Co Ltd, grading, culverts, base course & prime coat, mile 34 to mile 40, Banff-Jasper Highway; Thode Construction Ltd, bituminous stabilized base course, mile 14.2 to mile 29.7, Trans-Canada Highway; McNamara Construction Co Ltd, bituminous stabilized base course, mile 2 to mile 22, Banff-Jasper Highway. *Calgary Alta*: Whynot Construction Ltd, repairs to foundation walls of Traders Bldg; Humphrey Aluminum Windows Ltd, supply & installation of aluminum sash to windows of Traders Bldg; Russell Decorators, painting & plaster repairs to federal bldg. *Edmonton Alta*: T B Cumming, \*construction of diesel engine driven tender for dredge PWD No 250. *St Paul Alta*: Poole Construction Co Ltd, addition & alterations to federal bldg. *Esquimalt*

*B C*: A & B Construction Co Ltd, refitting jetty "B", reconstruction of deck & services; Victoria Pile Driving Co Ltd, construction of guard rail on Ogden Point Piers. *Glacier National Park B C*: Mannix Ltd, clearing & grubbing, mile 19 to mile 29, Trans-Canada Highway. *Haney B C*: Fraser River Pile Driving Co Ltd, wharf reconstruction. *Harrison Mills B C*: Fraser River Pile Driving Co Ltd, shear boom renewal. *Musgrave B C*: B C Pile Drivers Ltd, renewal of wharf. *New Westminster B C*: Fraser River Pile Driving Co Ltd, construction of concrete crib wall, Railway Bridge. *Port Kells B C*: Fraser River Pile Driving Co Ltd, approach renewal. *Port Mann B C*: Fraser River Pile Driving Co Ltd, construction of wharf & floats. *Shoal Bay B C*: Pacific Pile Driving Co Ltd, wharf repairs. *Vancouver B C*: Vivian Diesels & Munitions Ltd, \*construction of boom, shipper shaft, dipper arm & dipper for dredge PWD No 251; C J Seamer & Sons Ltd, repairs to & painting of interior of Winch Bldg; Allan & Viner Construction Ltd, repairs to and painting of interior of Begg Bldg; R D Bristowe Ltd, repairs to & painting of interior of Alvin Bldg. *Victoria B C*: Victoria Machinery Depot Co Ltd, \*docking of & repairs to first graving dock floating caisson, HMC Dockyard; Murphy Electric Co Ltd, electrical repairs at UIC bldg. *Yoho National Park B C*: Concrete Constructors Ltd, construction of bridge over Kicking Horse River & overpasses, mile 21.8 & mile 22.7; Dawson, Wade & Co Ltd, bituminous stabilized base course, mile 0 to mile 12, Trans-Canada Highway. *Cambridge Bay N W T*: Progress Electric Ltd, installation of electrical services at nursing station. *Fort Providence N W T*: Western Construction & Lumber Co Ltd, construction of highway, mile 40, Mills Lake Road. *Resolute Bay N W T*: The Tower Co Ltd, construction of seismograph vault, etc. *Yellowknife to Rae N W T*: McNamara Construction Co Ltd, grading & culverts, mile 0 to mile 20. *Mayo Y T*: John A MacIsaac Construction Co Ltd, construction of Mayo River bridge, Whitehorse highway. *Whitehorse Y T*: Dawson & Hall Ltd, construction of boiler house & laundry for hospital & ancillary bldgs.

### St. Lawrence Seaway Authority

*Soulanges Section Que*: Donovan Construction Co of Canada, supply & installation of electrical system at Lower Beauharnois lock.

### Department of Transport

*Burnt Point Nfld*: Twillingate Engineering & Construction Co Ltd, construction of dwelling, fog alarm & light tower. *Gull Island Nfld*: Twillingate Engineering & Construction Co Ltd, construction of power house, radio beacon bldg, etc. *Keppel Island Nfld*: Provincial Constructors Ltd, construction of dwelling, fog alarm & storage shed, etc. *Rose Blanche Nfld*: S J Clark, construction of bungalow, tower & fog alarm bldgs. *Sagona Island Nfld*: S J Clark, construction of dwelling & fog alarm bldg. *Panmure Head P E I*: Wm Whiteway, construction of dwelling. *Liscomb Island N S*: M C Campbell & D J Grant, construction of dwelling. *Yarmouth N S*: Lewis Bros Asphalt Paving Ltd, additional development at airport. *Boars Head N B*: L E & P E Armstrong, construction of dwelling & light tower & demolition of existing bldgs. *Fredericton N B*: Diamond Construction (1955) Ltd, additional development at airport. *Saint John N B*: Lunenburg Foundry & Engineering Ltd, \*construction of pilot boat. *Cartierville Que*: Lakeshore Construction Inc, additional development at airport. *Dorval Que*: Trudeau & Fils Ltée, installation of water supply mains & sewage disposal lines at airport; Deschambault Quarry Corp, \*supply of limestone for air terminal bldg; Adru Granite Inc, \*supply of granite for air terminal bldg. *Fort Chimo Que*: H J O'Connell Ltd, construction of two bridges, repairs to one bridge, improvements to roads, etc. *Megantic Que*: Edouard Grenier, construction of dwelling & related work. *Rivière à la Martre Que*: Arthur Lafontaine & Ovide Fortin, construction of dwelling & demolition of existing dwelling. *Seven Islands Que*: H J O'Connell Ltd, surface treatment of existing runways at airport. *Three Rivers Que*: Henri-Georges Gauthier, landscaping of Radio Marine Station site. *Ottawa Ont*: M J Sulpher & Sons Ltd, construction of equipment stores bldg, etc, at Uplands Airport. *Portage la Prairie Man*: Tallman Construction Co Ltd, additional development at airport. *The Pas Man*: Claydon Co Ltd, installation of water supply mains at airport. *Broadview Sask*: Webbs Construction, construction of pumphouse-reservoir & related work at airport. *Prince Albert Sask*: Wirtanen Electric Co Ltd, construction of airport lighting facilities. *Saskatoon Sask*: Asphalt Services Ltd, construction of car park at airport. *Edmonton Alta*: Universal Construction Co Ltd, construction of equipment garage & stores bldg; Tallman Construction Co Ltd, & Terminal Construction Division of Henry J Kaiser Co (Canada) Ltd, airport development. *Vancouver B C*: Allied Builders Ltd, \*construction of twin

(Continued on page 1119)



# WAGES, HOURS, WORKING CONDITIONS

## Vacations with Pay in Canadian Industry

Paid vacations more widespread, longer, and require shorter service to qualify than ever before. Vacations of non-office workers coming more into line with those granted to office employees, survey shows

Paid vacations\* for Canadian workers are more widespread, of longer duration, and require shorter relative qualifying periods than ever before.

These facts are brought out in the results of the April 1956 survey of working conditions conducted by the Economics and Research Branch of the Department of

Labour. In this survey, information on vacation provisions and other practices was received from firms in most branches of industry†, with total employment of more than one and a half million persons; of this total, about three-quarters were non-office and one-quarter office employees. A breakdown of these employees by industrial groups is as follows:

	Non-office Employees		Office Employees	
	No.	Per cent	No.	Per cent
Manufacturing.....	799,365	65.4	204,881	51.2
Metal Mining.....	45,361	3.7	4,495	1.1
Coal Mining.....	15,992	1.3	780	.2
Steam Railways.....	124,825	10.2	40,194	10.1
Urban and Suburban Passenger Transportation.....	17,346	1.4	4,174	1.0
Truck Transportation.....	11,233	.9	2,660	.7
Public Utilities.....	22,805	1.9	14,680	3.7
Wholesale Trade.....	32,167	2.6	35,550	8.9
Retail Trade.....	114,342	9.4	25,598	6.4
Laundries.....	8,661	.7	947	.2
Hotels.....	15,753	1.3	1,830	.5
Restaurants.....	11,712	1.0	446	.1
Banking and Insurance <sup>1</sup> .....	2,303	.2	63,568	15.9
	1,221,865	100.0	399,803	100.0

<sup>1</sup> Chartered banks and head offices of life insurance companies.

The most notable developments in regard to vacation practices in Canada have been, first of all, the growth in their incidence, particularly for non-office employees; secondly, the extension of annual vacations

to two and three weeks per year, and in some cases to four weeks; and, thirdly the reduction of service requirements for entitlement to vacations of various lengths.

Another noteworthy feature is the growing similarity, in most industrial groups, in vacations for non-office and office workers. While detailed statistical information in regard to vacation practices before 1949 is not available, the impression is that prior to the Second World War a very much smaller proportion of non-office workers were granted paid holidays than is now the case, while office workers have been granted paid vacations for many years.

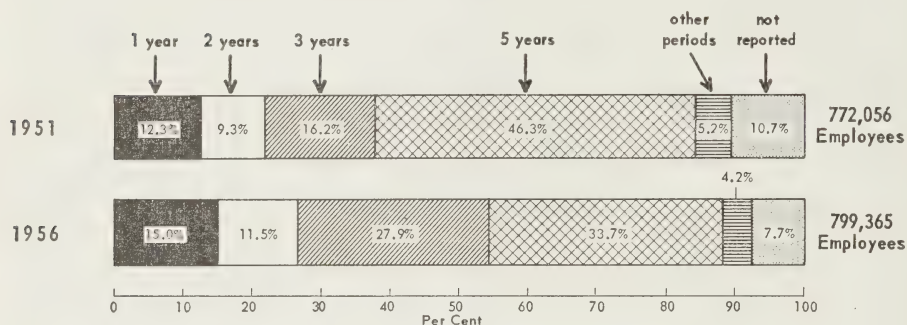
\*For additional information on paid vacations see: L.G., July 1954, pp. 1012-1017, Vacations with Pay Provisions in Collective Bargaining Agreements; L.G., March 1956, p. 316, Method of Computing Vacation Pay; L.G., April 1957, pp. 454-463, Collective Agreements in Canadian Manufacturing Industries, 1956.

†Not included are: construction, logging, water transportation and interurban bus transportation. Information on vacations in banking and insurance is confined to office employees.

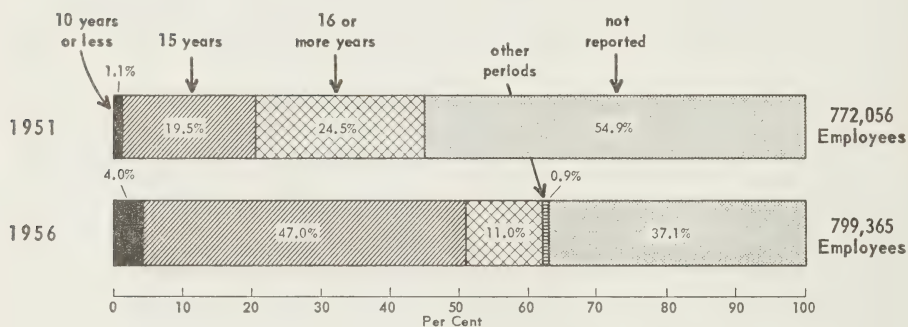
# COMPARISON OF SERVICE REQUIREMENTS FOR 2, 3 AND 4 WEEK VACATIONS IN MANUFACTURING, 1951 AND 1956

(percentages denote proportion of employees)

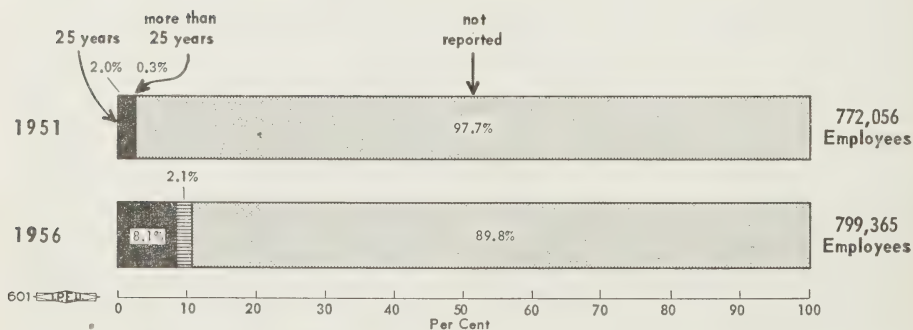
## 2 WEEKS' PAID VACATION



## 3 WEEKS' PAID VACATION



## 4 WEEKS' PAID VACATION



There are several possible explanations for this growing similarity of treatment of office and non-office workers. One of the principal reasons is the increased bargaining power of labour organizations, which have made a point of securing for their members fringe benefits of various kinds that were formerly granted mainly to the white-collar worker. The greater emphasis in postwar collective bargaining on issues other than wages has had the effect not only of bringing the vacations of hourly paid employees more into line with those of white-collar workers, but also has had some effect on the increase in the length of the vacation periods granted to both classes.

An example of the decreasing divergency of practice in regard to office and non-office workers' vacations can be obtained by comparing the results of the 1949 survey of manufacturing with those of 1956. In

the former year, 97 per cent of office workers in manufacturing got a paid vacation of two weeks, while only 81 per cent of non-office workers were granted two weeks; in 1956, the corresponding percentages were 99 and 92. Similarly, in 1949, 42 per cent of office workers could become eligible for vacations of three weeks, compared with 30 per cent of non-office employees, while in 1956, these percentages were 72 and 63 respectively. In both years, of course, the granting of vacations was subject to qualifying service periods of varying lengths.

The present comparative similarity of treatment of non-office and office employees in regard to paid vacations is borne out in the following table, which gives the relative proportions of total employees in establishments reporting vacations of two, three and four weeks respectively for these two categories of workers:

	2 Weeks		3 Weeks		4 Weeks	
	Non-office	Office	Non-office	Office	Non-office	Office
Manufacturing.....	92	99	63	72	10	13
Coal Mining.....	99	99	*	*	*	*
Metal Mining.....	91	91	48	56	25	40
Steam Railways.....	100	100	100	100	*	*
Urban and Suburban Passenger Transportation.....	99	99	97	99	33	23
Truck Transportation.....	95	98	34	31	*	*
Public Utilities.....	94	97	96	97	52	67
Wholesale Trade.....	96	99	61	78	16	22
Retail Trade.....	98	99	66	63	41	57
Laundries.....	65	82	13	1	*	*
Hotels.....	93	94	35	27	*	*
Restaurants.....	72	81	35	42	20	31

\* Less than 1 per cent.

It will be noted that as a general rule the proportion of office workers is higher than for non-office, although in a few cases in the "3 weeks" column the reverse is the case. In six of the seven industrial groups in which four-week vacations were reported, larger proportions of office employees were covered than non-office (*See* Tables 3 and 5).

### Manufacturing Industry

The evolution of present-day vacation practice for plant employees in manufacturing has been rapid. The substantial changes that have occurred over the past years are shown in the graph on page 1104. The most striking change occurred in three-week vacations, in particular the shortening of the service requirement to 15 years or fewer.

Tables 1 and 2 give details on vacations for plant employees in manufacturing by industrial subdivisions and by provinces. In the majority of industrial groups five years was the most common service

requirement for two weeks' vacation, although in four of the groups it was three years and in three others it was only one year. Fifteen years was the predominant length of service for three weeks in most manufacturing subdivisions. Only in two groups, tobacco and petroleum and coal products, was the majority of employees eligible for four-week vacations, usually after 25 years.

Although all but a few provinces have legislation providing for paid vacations, the provincial analysis of the survey data for manufacturing reveals more liberal vacation practice than the law requires. About four-fifths of the manufacturing employees are located in the two industrialized provinces of Quebec and Ontario; and in these provinces, the largest concentrations of employees were in plants where two weeks' vacation is granted after five and three years. In the other provinces the service requirement varied generally between one and five years. There was considerable uniformity among the provinces in regard



TABLE 1.—VACATIONS WITH PAY OF PLANT EMPLOYEES IN MANUFACTURING, BY INDUSTRY, APRIL 1956

Proportion of Plant Employees																																		
Length of Vacation and Service Requirements	Food and Beverages		Tobacco and Products		Rubber Products		Leather Products		Textile (except clothing)		Clothing Textile and Fur		Wood Products		Paper Products		Printing and Publishing and Allied Industries		Iron and Steel Products		Transportation Equipment		Non-Ferrous Metal Products		Electrical Apparatus and Supplies		Non-metallic Mineral Products		Products of Petroleum and Coal		Chemical Products		Miscellaneous Manufacturing	
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%		
TWO WEEKS WITH PAY AFTER:																																		
Less than 1 year.....	0.3	0.8	0.5	7.5	1.0	0.5	.....	0.8	3.0	0.1	*	0.2	3.4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
1 year.....	20.2	90.1	0.5	35.9	14.6	15.3	4.9	4.1	68.6	6.7	17.4	3.4	8.7	12.9	77.2	37.3	17.1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
2 years.....	19.7	.....	0.5	2.6	1.6	29.0	3.5	1.5	9.5	6.2	6.5	32.6	52.1	18.3	11.1	24.2	5.1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
3 years.....	18.5	.....	63.3	7.5	8.1	8.6	9.4	25.8	6.1	51.8	28.9	43.3	52.1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
4 years.....	7.4	.....	1.2	0.1	2.1	0.1	1.2	0.8	.....	2.6	2.9	1.5	2.1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
5 years.....	24.0	3.3	32.9	24.7	64.5	27.9	53.3	66.0	9.2	28.1	31.8	13.8	31.7	44.4	0.1	8.5	34.9	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
6 or more years.....	0.7	3.3	.....	1.3	0.4	.....	3.8	0.3	0.2	1.1	0.6	2.2	0.5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
Service not specified.....	0.2	.....	.....	5.7	0.7	0.9	1.0	.....	1.4	0.1	*	0.4	*	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
No information on two weeks vacation.....	9.0	2.5	1.6	14.7	7.0	17.7	22.9	0.7	2.0	3.3	11.9	2.6	1.5	9.5	0.1	0.9	9.7	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
THREE WEEKS WITH PAY AFTER:																																		
Less than 10 years.....	1.3	.....	.....	0.5	.....	0.7	0.4	0.2	12.5	0.1	0.6	*	0.4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
10 years.....	10.4	.....	.....	2.1	0.1	0.4	0.4	.....	4.0	3.5	0.8	1.5	3.0	4.3	36.2	3.9	4.1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
11-14 years.....	3.0	.....	.....	0.2	.....	.....	.....	0.2	2.3	0.3	1.1	0.4	0.2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
15 years.....	35.9	82.6	87.0	8.2	15.4	5.9	7.8	87.5	15.8	67.1	48.6	71.0	80.7	37.0	54.3	46.5	30.8	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
16 or more years.....	18.5	6.1	4.6	9.9	39.1	10.0	4.7	2.1	20.4	.....	3.7	5.8	2.8	21.0	0.2	18.5	12.0	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
Service not specified.....	.....	.....	.....	.....	.....	.....	0.1	.....	0.3	*	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
No information on three weeks vacation.....	28.9	11.3	8.4	79.1	45.4	83.0	86.6	10.0	44.7	18.0	45.2	21.3	12.9	37.7	7.3	29.8	52.1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
FOUR WEEKS WITH PAY AFTER:																																		
Less than 25 years.....	0.9	.....	.....	.....	.....	0.2	0.2	.....	0.4	1.6	0.1	.....	*	1.1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
25 years.....	7.4	82.6	.....	0.3	1.7	1.7	0.6	0.7	5.3	10.6	0.8	30.6	3.4	11.4	65.8	18.5	8.6	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
26 or more years.....	0.9	.....	.....	.....	.....	.....	.....	0.8	3.0	0.9	1.4	0.3	19.0	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
No information on four weeks vacation.....	90.8	17.4	100.0	99.7	98.3	98.1	99.2	98.5	91.3	86.9	97.7	69.1	77.6	87.5	32.1	75.6	89.4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
SURVEY COVERAGE																																		
Establishments.....	966	23	32	191	261	615	749	294	442	821	631	178	186	No.	61	308	197	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	
Plant Employees.....	88,493	7,430	14,497	18,014	50,154	54,445	59,961	67,288	27,722	131,647	114,325	40,645	51,631	No.	9,624	28,806	15,377	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	

\* Less than 0.1 percent.

TABLE 2.—VACATIONS WITH PAY OF PLANT EMPLOYEES IN MANUFACTURING, BY PROVINCE, APRIL 1956

Length of Vacation and Service Requirement	Proportion of Plant Employees									
	New- foundland	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
	%	%	%	%	%	%	%	%	%	%
TWO WEEKS WITH PAY AFTER:										
Less than 1 year.....	0.5			3.7	0.7	0.4	2.4	0.5		22.0
1 year.....	45.3	19.3	16.7	23.4	10.3	14.0	18.5	98.7	26.1	21.2
2 years.....	1.1		8.0	2.6	10.0	8.8	26.3		61.2	15.2
3 years.....	7.7		29.8	7.4	25.5	33.0	40.9			1.5
4 years.....			1.0	1.3	2.1	2.9				
5 years.....	21.7	23.8	19.1	40.3	40.4	33.3	7.4		10.7	33.3
6 or more years.....			1.6	0.3	0.9	1.0	2.8			0.2
Service not specified.....	0.2		0.4	0.6	0.7	0.2	0.3		0.2	1.2
No information on two weeks' vacation.....	23.5	56.9	23.4	20.4	9.4	6.4	1.4	0.8	1.8	5.4
THREE WEEKS WITH PAY AFTER:										
Less than 10 years.....			1.5		*	0.9	0.9	5.2	2.2	2.4
10 years.....			3.3	0.5	1.7	3.5	1.0	15.5	7.9	5.3
11—14 years.....					1.0	0.8	*		3	2.3
15 years.....	50.3	23.8	25.5	30.4	43.9	55.3	29.7	28.9	30.8	28.0
16 or more years.....	0.1		3.4	4.1	13.7	11.0	24.4	10.1	13.3	1.1
Service not specified.....	0					*				0.1
No information on three weeks' vacation.....	49.5	76.2	66.3	65.0	39.7	28.5	44.0	40.3	45.5	60.8
FOUR WEEKS WITH PAY AFTER:										
Less than 25 years.....	0.3			0.5	0.1	0.7	0.3		0.8	0.8
25 years.....	0.7		3.1		6.0	9.4	1.0	8.5	7.8	8.7
26 or more years.....				1.6	5.5	0.6	0.1			
No information on four weeks' vacation.....	99.0	100.0	96.9	97.9	88.4	89.3	98.6	91.5	91.4	90.5
SURVEY COVERAGE	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
Establishments.....	60	15	213	141	1,630	2,747	358	141	248	611
Plant Employees.....	6,881	592	19,545	13,579	246,577	404,941	23,546	5,945	17,181	60,497

\* Less than 0.1 per cent.

to three-week vacations, with 15 years of service being the predominant service requirement. Four weeks off with pay after 25 years' service was reported as being more prevalent in Quebec, Ontario, Saskatchewan, Alberta and British Columbia.

The vacation situation for office employees in manufacturing, by provinces, is shown in Table 4. In all provinces two weeks' vacation during or on completion of the first year of employment was predominant. The pattern for three-week vacations for office employees is very similar to that for plant employees. Only in Saskatchewan was a substantial proportion reported as eligible for three weeks after less than 15 years' service. Quebec and Ontario were the only provinces where more than 10 per cent of the office employees in manufacturing could qualify for four weeks.

A by-product of the growth of vacations among the non-office group has been the practice of closing an establishment for vacation period; this practice obviates to a considerable extent the problem of replacements for skilled employees. In 1954, the last time this aspect of vacation policy was surveyed, establishments accounting for about 60 per cent of the total employment in manufacturing reported that they closed their plants during the vacation period. Such practice is, of course, not practical in every branch of industry.

### Non-Manufacturing Industries

Tables 3 and 5 give details on vacation policies reported to the survey by the principal non-manufacturing groups for non-office and office employees respectively.

The non-manufacturing groups vary considerably in the nature of work performed, types of work places, and types of persons who seek employment in them. There is therefore greater variation in vacation practices among these industries than is the case in the different subdivisions of the manufacturing industry.

With the exception of the laundries and restaurant groups, more than 90 per cent of the employees in each of the groups covered in Tables 3 and 5 get vacations of at least two weeks after varying periods of service. Both laundries and restaurants are industries that employ relatively large proportions of workers who do not require extensive job training, and are subject to high labour turnover. In industries which have high labour turnover rates and which make use of part-time workers, the demand for vacations is likely to be less insistent than is the case in industries with more stable employment.

**Coal Mining**—Practically all workers (98 per cent) in coal mining become eligible for two-week vacations after one year, but fewer than 1 per cent ever receive vacations of longer duration.

**Metal Mining**—More than 90 per cent of the employees in metal mining receive vacations of at least two weeks but 49 per cent of them must have had five or more years' service before being granted vacations of this length.

Almost half the workers in this industry (48 per cent of non-office and 56 per cent of office) can become eligible for three-week vacations, in most cases after 15 years of service. A quarter of the non-office workers in metal mining become eligible for four-week vacations after 25 years' service, while about 40 per cent of office workers become eligible for such vacations by the time they have had the same length of service.

**Steam Railways**—In steam railways there is almost complete equality of treatment of office and non-office employees in regard to vacation practices. All employees are given a two weeks' vacation after three years of service but about half of the office workers receive this vacation after one year's service. All railway employees receive an annual three-week vacation after 15 years' service. No vacations of four weeks were reported.

**Urban and Suburban Passenger Transportation**—Vacations of two weeks after one year's service are granted to 83 per cent of non-office workers and 96 per cent of office workers in urban and suburban passenger transportation. Almost all workers can become eligible for three-week vacations after varying periods of service but a larger proportion of office workers than of non-office workers becomes eligible for these after ten years. Roughly one-third of non-office employees and one-quarter of office workers can become eligible for four-week vacations but these are, in most cases, granted only after service of 26 years or more.

**Truck Transportation**—Almost 60 per cent of the office workers in truck transportation receive two weeks' vacation after one year's service while non-office workers usually have to have worked three or more years before getting such vacations. Vacations of three weeks are reported by firms which employ approximately a third of the workers in this industry and such vacations which have been reported are usually granted only after periods of service of 16 or more years.



TABLE 3.—VACATIONS WITH PAY OF NON-OFFICE EMPLOYEES IN SELECTED INDUSTRIES, APRIL 1956

Length of Vacation and Service Requirements	Proportion of Non-Office Employees									
	Coal Mining	Metal Mining	Steam Railways	Urban and Suburban Passenger Transportation	Truck Trans- portation	Public Utilities	Wholesale Trade	Retail Trade	Laundries, Dryers, Cleaners and Pressers	Hotels Restaurants
	%	%	%	%	%	%	%	%	%	%
<b>TWO WEEKS WITH PAY AFTER:</b>										
Less than 1 year.....	38.3	2.1		53.3	5.7	0.3	4.3	5.2	4.7	0.7
1 year.....				5.9	15.2	62.1	61.4	70.5	10.4	23.8
2 years.....	0.2	32.1		5.2	5.7	18.5	13.1	17.3	29.1	23.9
3 years.....		2.2	100.0	1.4	10.8	9.4	4.6	2.2	2.4	8.7
4 years.....		42.8		3.0	*	3.1	8.5	2.3	16.9	14.4
5 or more years.....		6.8				0.4	0.5	0.1	1.1	0.9
Service not specified.....		0.2					0.1	0.2		0.3
No information on two weeks' vacation.....	1.5	9.3		1.2	5.4	5.9	3.8	2.2	35.4	27.6
<b>THREE WEEKS WITH PAY AFTER:</b>										
Less than 10 years.....		2.9		7.2	0.7	10.9	1.9	11.8	1.8	3.7
10 years.....		0.5		39.8	1.0	11.8	11.3	5.1	1.6	4.4
11 to 14 years.....	0.9	1.1		14.4	0.3	34.5	0.7	0.8		
15 years.....		33.8	100.0	7.1	27.8	17.0	30.7	39.6	5.4	10.0
16 or more years.....		9.3		28.6	4.4	21.7	15.9	8.6	4.6	17.3
Service not specified.....							0.1			
No information on three weeks' vacation.....	99.1	52.1		2.9	65.8	4.1	39.4	34.1	86.6	61.5
<b>FOUR WEEKS WITH PAY AFTER:</b>										
Less than 25 years.....		0.2		2.4	0.7	0.3	0.1	0.6		0.4
25 years.....		21.7		0.5		36.1	13.3	39.2		10.6
26 or more years.....				30.2		15.1	2.5	6.6		9.4
No information on four weeks' vacation.....	100.0	75.1	100.0	66.9	99.3	48.5	81.1	58.6	100.0	99.7
<b>SURVEY COVERAGE</b>	No.,	No.,	No.,	No.,	No.,	No.,	No.,	No.,	No.,	No.,
Establishments.....	50	115	18	46	240	165	1,224	1,280	145	196
Non-Office Employees.....	15,992	45,361	124,825	17,346	11,233	22,805	32,167	114,342	8,661	15,753

\* Less than 0.1 per cent.

TABLE 4.—VACATIONS WITH PAY OF OFFICE EMPLOYEES IN MANUFACTURING BY PROVINCE, APRIL 1956

Length of Vacation and Service Requirements	PROPORTION OF PLANT EMPLOYEES									
	Newfoundland	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
	%	%	%	%	%	%	%	%	%	%
<i>Two weeks with pay after:</i>										
Less than 1 year.....	5.1	—	0.4	5.9	21.7	14.6	6.1	0.1	0.8	0.4
1 year.....	89.0	94.9	89.8	87.9	67.7	76.5	76.5	96.1	73.0	91.0
2 years.....	1.5	—	2.5	3.1	4.5	4.4	13.8	—	25.9	5.9
3 years.....	0.2	—	0.2	0.1	0.7	1.0	3.3	—	—	0.3
4 years.....	—	—	—	—	—	0.3	—	—	—	—
5 years.....	—	—	1.6	0.5	1.9	2.5	—	—	—	0.7
6 or more years.....	—	—	0.1	—	0.2	*	—	—	—	—
Service not specified.....	0.9	—	2.5	0.4	0.6	0.1	0.1	—	*	0.8
No information on two weeks' vacation.....	3.3	5.1	2.9	2.1	2.7	0.6	0.2	3.8	0.3	0.9
<i>Three weeks with pay after:</i>										
Less than 10 years.....	5.7	—	9.4	—	0.9	2.2	1.0	7.6	1.8	11.1
10 years.....	—	—	4.3	5.4	3.2	10.7	1.1	13.4	7.6	8.1
11 to 14 years.....	—	—	—	—	2.1	0.2	0.4	—	0.2	1.8
15 years.....	61.2	22.1	22.9	36.0	54.3	53.0	31.8	27.9	42.0	44.7
16 or more years.....	0.4	—	5.7	7.7	* 11.0	8.4	25.7	14.8	14.3	3.7
Service not specified.....	—	—	—	—	—	—	—	—	—	—
No information on three weeks' vacation.....	32.7	77.9	57.7	50.9	28.5	25.5	40.0	36.3	34.1	30.6
<i>Four weeks with pay after:</i>										
Less than 25 years.....	4.2	—	—	—	0.5	0.5	0.3	—	0.1	0.2
26 years.....	2.2	—	4.0	—	6.2	10.7	1.3	8.6	7.8	15.7
26 or more years.....	—	—	—	4.4	9.8	1.0	0.1	—	—	—
No information on four weeks' vacation.....	93.6	100.0	96.0	95.6	83.6	87.9	98.3	91.4	92.1	84.1
<i>Survey Coverage</i>										
Establishments.....	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
60	15	217	213	141	1,630	2,747	358	141	248	611
Office Employees.....	1,200	2,751	2,751	2,069	58,842	116,439	5,940	1,633	4,732	11,048

\* Less than 0.1 per cent.

TABLE 5.—VACATIONS WITH PAY OF OFFICE EMPLOYEES IN SELECTED INDUSTRIES, APRIL 1956

Length of Vacation and Service Requirements	PROPORTION OF OFFICE EMPLOYEES											
	Coal Mining	Metal Mining	Steam Railways	Urban and Suburban Transportation	Truck Transportation	Public Utilities	Wholesale Trade	Retail Trade	Laundries, Dyers, Cleaners and Pressers	Hotels	Restaurants	Banking and Life Insurance
	%	%	%	%	%	%	%	%	%	%	%	%
<i>Two weeks with pay after:</i>												
Less than 1 year.....	1.3	—	—	—	0.4	2.7	9.9	5.1	2.1	0.3	0.5	11.2
1 year.....	97.0	89.3	52.0	96.3	58.7	90.5	80.3	70.2	30.8	19.0	54.0	88.8
2 years.....	0.8	1.2	5.3	2.5	29.1	4.0	7.0	21.9	16.1	43.5	18.6	—
3 years.....	—	—	42.7	0.1	9.0	*	*	1.1	22.2	16.1	2.2	—
4 years.....	—	—	—	—	—	—	—	—	—	—	—	—
5 years.....	—	—	—	—	1.1	—	0.9	0.8	10.1	15.4	5.9	—
6 or more years.....	—	0.4	—	—	—	—	0.1	0.2	0.7	0.1	—	—
Service not specified.....	—	0.2	—	—	—	—	0.3	0.7	18.0	5.6	18.8	—
No information on two weeks' vacation.....	0.9	8.9	—	1.1	1.7	2.8	1.4	0.7	—	—	—	—
<i>Three weeks with pay after:</i>												
Less than 10 years.....	0.3	15.0	—	1.9	2.5	9.3	2.7	3.9	1.7	2.9	3.1	0.2
10 years.....	—	0.2	—	63.1	6.4	10.0	16.0	3.3	0.4	6.2	1.1	1.5
11-14 years.....	1.3	—	—	7.6	—	44.1	0.2	0.3	—	—	—	0.2
15 years.....	1.3	36.0	100.0	3.1	21.0	12.4	41.3	46.5	3.9	16.9	5.2	49.4
16 or more years.....	—	4.8	—	23.0	0.7	21.4	17.7	8.6	2.7	1.4	33.0	48.4
Service not specified.....	—	—	—	—	—	—	*	—	—	—	—	—
No information on three weeks' vacation.....	97.1	44.0	—	1.3	69.4	2.8	22.1	37.4	91.3	72.6	57.6	0.3
<i>Four weeks with pay after:</i>												
Less than 25 years.....	—	9.2	—	0.8	0.8	0.2	0.2	0.5	—	0.4	—	3.0
25 years.....	—	30.3	—	—	—	50.2	17.2	43.9	—	—	25.8	9.5
26 or more years.....	—	—	—	21.7	—	16.2	4.9	13.0	—	—	4.7	1.9
No information on four weeks' vacation.....	100.0	60.5	100.0	77.5	99.2	33.4	77.7	42.6	100.0	99.6	69.5	85.6
<i>Survey Coverage</i>												
Establishments.....	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
Office Employees.....	50	115	18	46	240	165	1,224	1,280	145	196	297	36
	780	4,495	40,194	4,174	2,660	14,680	35,550	25,598	947	1,830	446	63,568

\* Less than 0.1 per cent.



**Public Utilities**—In public utilities, 92 per cent of the office employees and 62 per cent of plant workers receive vacations of two weeks after service of one year or less. More than 95 per cent of workers in the industry can become eligible for vacations of three weeks but in most cases 15 or more years of service are required.

**Wholesale Trade**—Two-thirds of the non-office workers and nine-tenths of the office workers in wholesale trade receive vacations of two weeks after one year's service. Three-week vacations are available to 60 per cent of non-office workers and 78 per cent of office employees, 15 or more years of service being required in the large majority of cases.

**Retail Trade**—More than 75 per cent of both office and sales personnel in retail establishments are granted vacations of two weeks after one or less year's service. Approximately 65 per cent of these workers may become eligible for three-week vacations but in the large majority of cases service of 16 or more years is required.

**Hotels**—Two years is the period of service required for eligibility for vacations of two weeks for the majority of hotel workers. Three-week vacations are provided by hotels for 28 per cent of their office workers and 35 per cent of non-office workers; the usual service requirement is 15 years.

## STRIKES AND LOCKOUTS

### July 1957

During July 1957, there were 34 work stoppages in existence. These stoppages affected 16,298 workers. Twelve of the stoppages, affecting 2,481 workers, began during the month and 22, involving 13,817 workers, began prior to July.\*

Of the 15 work stoppages in existence during the month that involved 100 or more workers, four were in the province of Quebec, causing in July a time-loss of 144,185 man-days. Their total time-loss was 400,460 man-days and covered a total of 6,820 workers. In the province of Ontario, eight stoppages involving 100 or more workers caused in July a time-loss of 23,640 man-days; their total time loss was 58,585 man-days and they involved 2,482 workers. The other stoppages recorded were in British Columbia and New Brunswick; they covered a total of 6,400 workers and caused, during the month, a time-loss of 62,000 man-days.

The time-loss caused in July by the five stoppages involving 100 or more workers that started during the month totalled 25,030 man-days; the nine stoppages of

the same category which began prior to July caused in the month a time-loss of 205,455 man-days. Also, the time-loss caused during the month by work stoppages involving fewer than 100 workers amounted to 7,255 man-days.

Four stoppages that began prior to July continued at the end of the month; they caused a time-loss of 156,100 man-days during the month. One stoppage which started during the month was also still in effect. It caused during July a time-loss of 2,020 man-days.

On the other hand, five stoppages that had started prior to July ended during the month; their total time-loss in July was 49,355 man-days. Four that had started during the month also ended; they caused a time-loss of 23,010 man-days.

### United States, 1956

The United States Bureau of Labor Statistics has reported that 3,825 work stoppages were begun in the United States in 1956, involving 1,900,000 workers. Loss of man-working days, for all stoppages during 1956, totalled 33,100,000.

During the previous year, 4,320 stoppages were begun, with 2,650,000 workers involved and a loss of 28,200,000 days for all stoppages.

Demands for wage increases were the issue in 1,094 or 28.6 per cent of the total stoppages begun in 1956. These involved 924,000 workers or 48.6 per cent of the total number involved for the year, with a loss of 19,300,000 days or 58.2 per cent of the total number of days for all stoppages.

\*See Table G-1 at the back of the book for the number of strikes and lockouts beginning and in existence, the approximate number of workers involved and the time-loss resulting during each of the first five months of this year and the same months of last year.

Table G-2 deals more specifically with the stoppages involving 100 or more workers in existence during July; it shows the number of workers involved, the approximate time-loss, the date the stoppage began and ended, the industry in which it occurred, the major issues and the major terms of settlement (for stoppages that have ended).

# PRICES AND THE COST OF LIVING

## Consumer Price Index, August 1957

Continuing a climb that began in May 1956, with only a slight drop in January this year, Canada's consumer price index (1949=100) advanced 0.6 per cent from 121.9 to 122.6 between July and August\*. The change, largely seasonal in nature, was attributable mainly to an increase of 1.7 per cent in the food index from 118.2 to 120.2.

Decreases were reported for all fresh vegetables, apples and coffee, while substantially higher prices were reported for eggs and pork, as well as lesser price advances for butter, grapefruit and beef.

The shelter index moved from 135.1 to 135.3 following further slight increases in both the rent and home-ownership components.

Clothing declined from 108.4 to 108.2 as sale prices were reported for a number of items of both men's and women's wear.

Seasonal increases in the price of coal were partially offset by somewhat lower prices for fuel oil, so that the household operation index rose only fractionally, from 119.6 to 119.7.

A scattering of small increases throughout other commodities and services was sufficient to move this series from 126.5 to 126.9. Small increases were noted for gasoline, street car and bus fares, taxi fares, newspapers, drugs and items of personal care. A further advance was reported for hospital room rates.

The index one year earlier (August 1956) was 119.1. Group indexes on that date were: food 115.9, shelter 133.0, clothing 108.4, household operation 116.8, and other commodities and services 121.3.

## City Consumer Price Indexes, July 1957

Consumer price indexes (1949=100) were higher in all ten regional cities between June and July 1947†. Increases ranged from 0.1 per cent in St. John's to 0.6 per cent in Edmonton-Calgary.

Food and household operation indexes rose in all ten cities, with shelter also higher in most of them. In foods, increases were general for evaporated milk, fresh

fruits and vegetables, eggs and pork. Household appliance prices were somewhat higher, while new passenger car prices declined. Toilet soap prices increased in most cities.

Regional consumer price index point changes between June and July were: +0.7 to 119.1; Montreal +0.5 to 122.0; Saskatoon-Regina +0.5 to 119.3; Saint John +0.4 to 122.4; Winnipeg +0.4 to 120.0; Toronto +0.3 to 125.5; Halifax +0.2 to 119.3; Ottawa +0.2 to 123.4; Vancouver +0.2 to 121.7; St. John's +0.1 to 109.6‡.

## Wholesale Prices, July 1957

Canada's general wholesale price index (1935-39=100) remained practically unchanged between June and July, moving from 228.0 to 228.2 and maintaining the plateau of between 228.0 and 228.4 that has existed since February. Compared with July of last year, the index was only 0.7 per cent higher. In the 12 months ending July last year, the index had advanced 3.8 per cent.

Four of the eight component groups—animal, textile, iron, and chemical products—moved higher during July, but of these only animal products showed a significant increase with a rise of 1.7 per cent from 241.6 to 245.8. The upward movement in the other three was less than 1 per cent. Similarly, of the four groups that were lower, three had decreases below 1 per cent.

Higher prices for eggs, potatoes, milk in Western Canada, butter in some centres, poultry, beef hides, hogs and all pork products were mainly responsible for the upward movement of the animal products group. Lower prices were recorded for steers, calves, lambs, calfskins, cheese, beef, lamb and veal items. Higher prices for steel pipe, structural steel shapes and steel bars outweighed a decrease for cast iron pipe to move the iron products 0.5 per cent higher, from 253.1 to 254.3. Chemical products also moved a fractional 0.5 per cent upward from 181.9 to 182.9. The textile products group was practically unchanged at 237.4.

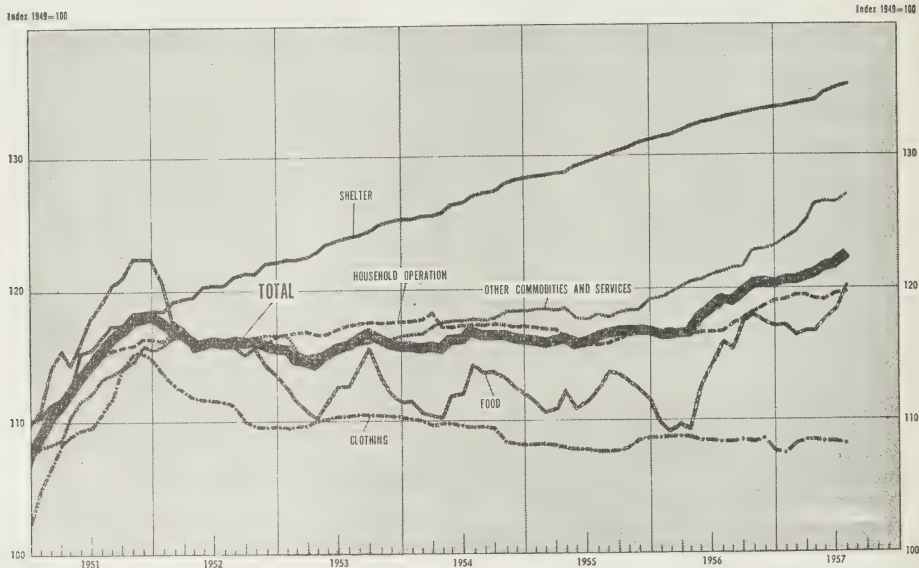
Among the decreases, lower prices for base metals, copper wire, brass sheet, tin

\*See Table F-1 at back of book.

†See Table F-2 at back of book.

‡On base June 1951=100.

## CONSUMER PRICE INDEX FROM JANUARY 1951



ingots and antimony were responsible for moving the non-ferrous metals group down 2.2 per cent from 176.3 to 172.4. Vegetable products declined 0.7 per cent to 195.2. The non-metallic minerals group declined 0.2 per cent to 188.6 and the wood products index remained almost unchanged, moving from 300.0 to 299.8.

**The index of farm product prices** at terminal markets moved up 2.1 per cent from 208.4 to 212.7. Animal products advanced 3.1 per cent from 262.2 to 270.2 and field products moved slightly upward from 154.6 to 155.1. Regional composite indexes were stronger, the Eastern rising from 224.2 to 231.1 and the Western from 192.6 to 194.3.

**The residential building material price** index (1935-39=100) was down fractionally in July at 294.1 from 294.3 for June. On the other hand, the index for non-residential building materials (1949=100) advanced

1.9 per cent from 129.5 to 132.0, increases being largely concentrated in iron and steel products.

### U.S. Consumer Price Index, July 1957

The United States consumer price index (1947-49=100) rose in July for the eleventh straight month, setting another record. The increase was 0.5 per cent, from 120.2 at mid-June to 120.8 at mid-July, and brought the index to a point 3.2 per cent higher than a year earlier.

Food prices rose 1 per cent; the price of all other items showed an average increase of 0.2 per cent.

### U.K. Index of Retail Prices, June 1957

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose to a new high between mid-May and mid-June. It climbed from 104.6 to 105.7, which is 3.3 points higher than at the same time last year.

A 291-page book, *Time Rates of Wages and Hours of Labour, 1st April, 1957*, has been published by the United Kingdom Ministry of Labour and National Service.

Tables in the book list the minimum wage rates for most industries in England, Scotland, Wales and Northern Ireland. Also given are the hours of labour and other conditions of work as provided in collective agreements or by statutory orders under the Wages Councils Acts, the Agricultural Wages Acts and the Catering Wages Acts.

The book is available from the United Kingdom Information Service, 119 Adelaide Street West, Toronto, at \$2.18 postpaid.



# Publications Recently Received

## in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 109.

### Accident Prevention

1. EUROPEAN PRODUCTIVITY AGENCY. *The Prevention of Occupational Accidents in the United States; Role of the Human Factor*. Project No. 338. Paris, O.E.E.C., 1957. Pp. 93.

Report of a mission which spent two months in the U.S. examining the human aspect of accident prevention. Partial contents: The Concept of Industrial Safety in the United States. Private and Official Safety Organizations in the United States. Individual Duties and Responsibilities in the Safety Programme. The Safety Programme-Working Method. Results.

2. INDUSTRIAL ACCIDENT PREVENTION ASSOCIATIONS. *Industrial Accident Prevention in Ontario*. Rev. ed. Toronto, 1956. Pp. 15.

Describes the services of the Industrial Accident Prevention Associations. This is an organization whose purpose is to assist employers in 17 specific classes of industry under workmen's compensation to reduce accidents among their employees.

3. JAPAN. MINE SAFETY BUREAU. *Outline of Safety in Coal Mines*. Tokyo, 1956. Pp. 36.

4. NATIONAL INDUSTRIAL SAFETY CONFERENCE. *Proceedings, Scarborough, May 11th, 12th and 13th, 1956*. London, Royal Society for the Prevention of Accidents, 1956. Pp. 94.

### Apprenticeship

5. U.S. BUREAU OF APPRENTICESHIP. *Apprentice Training; an Investment in Manpower*. Washington, G.P.O., 1956. Pp. 32.

"...Explains in nontechnical language the national apprenticeship program, its aims and organization, and how it operates."

6. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. *National Apprenticeship and Training Standards for Cement Masonry, Asphalt, and Composition Trade*. Jointly formulated by the Associated General Contractors of America, inc. and the Operative

Plasterers and Cement Masons' International Association of the United States and Canada, in co-operation with the Bureau of Apprenticeship and Training. Rev. ed. Washington, G.P.O., 1957. Pp. 30.

### Civil Service

7. CANADA. CIVIL SERVICE COMMISSION. *Rating Efficiency in the Civil Service*. Ottawa, Queen's Printer, 1956. Pp. 20.

8. U.S. CONGRESS. HOUSE. COMMITTEE ON POST OFFICE AND CIVIL SERVICE. *Manpower Utilization and Personnel Management in the Federal Government. Hearings before the Subcommittee on Manpower Utilization and Departmental Personnel Management of the Committee on Post Office and Civil Service, House of Representatives, Eighty-fourth Congress, Second Session. June 25, 27, and July 2, 1956*. Washington, G.P.O., 1956. Pp. 158.

The Subcommittee looked into the question of controls over the grade structure in the American Civil Service and the part played by the Civil Service Commission in exercising these controls. The Subcommittee found an increase of employees in the higher grades of the Civil Service.

### Disabled — Rehabilitation

9. U.S. PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE PHYSICALLY HANDICAPPED. *For the Handicapped, Speak! Speech Kit*. Washington, 1956? 1 Volume.

Speeches compiled for use by members of committees on employment of the handicapped, and others who are working with the handicapped.

10. U.S. PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE PHYSICALLY HANDICAPPED. *Handbook for State and Community Committees, 1956-1957*. Washington, 1957. Pp. 39.

Intended for the use of state and local authorities working with and for the handicapped through state and community agencies.

### Economic Conditions

11. CHAMBER OF COMMERCE OF THE UNITED STATES OF AMERICA. COMMITTEE ON ECONOMIC POLICY. *Debt: Public and Private*. Washington, 1957. Pp. 48.

12. MEADE, JAMES EDWARD. *The Theory of Customs Unions*. Amsterdam, North-Holland Pub. Co., 1955. Pp. 121.

Discusses some of the issues which might develop from a customs union between the Netherlands and Belgium.

13. UNITED NATIONS. ECONOMIC COMMISSION FOR ASIA AND THE FAR EAST. *Economic Survey of Asia and the Far East*, 1956. Bangkok, 1957. Pp. 233.

### Economics

14. MORGAN, EDWARD VICTOR. *A First Approach to Economics*. London, Pitman, 1955. Pp. 456.

Contents: Pt. 1. The Development of the Industrial Economy. Pt. 2. The Economic Organization of Modern Britain. Pt. 3. The Theory of Economic Organization.

15. SAMUELSON, PAUL ANTHONY. *Economics, an Introductory Analysis*. 3d ed. New York, McGraw-Hill, 1955. Pp. 753.

For students beginning their studies of economics, and for readers who want a general introduction to the subject.

### Employment Management

16. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *How to build Enthusiasm*. Washington, 1956. Pp. 12.

Tells how the supervisor can promote group enthusiasm, or team spirit, among the people under him.

17. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Job Evaluation*. Washington, 1956. Pp. 14.

Covers such topics as the extent of job evaluation, methods used, installation, administration, union's role, selling the plan to employees, and some advantages and objections.

18. INDUSTRIAL RELATIONS COUNSELORS SERVICE. *Canadian Experience with Pension Plans*. Toronto, 1956. Pp. 58.

Based on a study of 120 plans covering about 350,000 workers. Seventy-eight percent of the plans are contributory.

### Industrial Relations

19. THE DUKE OF EDINBURGH'S STUDY CONFERENCE ON THE HUMAN PROBLEMS OF INDUSTRIAL COMMUNITIES WITHIN THE COMMONWEALTH AND EMPIRE, OXFORD, 1956. *Report and Proceedings and Background Papers*. London, Oxford University Press, 1957. 2 Volumes.

Contents: v. 1. Report and Proceedings. v. 2. Background Papers, Appendixes and Index. The Conference discussed the effects of industrialization on various parts of the Commonwealth. Volume 1 contains addresses to the Conference while Volume 2 includes 24 background papers which were distributed to the participants prior to the Conference. Biographical information is supplied for the speakers and for the authors of the background papers.

20. EUROPEAN PRODUCTIVITY AGENCY. *Three British Companies Explain Their Development and Organization*. Paris, O.E.E.C., 1957. Pp. 42.

Outlines working conditions in Cadbury Brothers, Limited, Patons and Baldwins Limited, the world's largest plant for manufacturing knitting wool, and Venesta Limited, which manufactures plywood, aluminum foil, and collapsible tubes.

21. KNOX, JOHN BALLENGER. *The Sociology of Industrial Relations; an Introduction to Industrial Sociology*. New York, Random House, 1955. Pp. 348.

Partial Contents: The Sociologist looks at Industry. The Worker in Industry. The Managers of Industry. The Worker-Manager Relationship. Industry and the Changing Community. Class and Social Mobility in the Industrial Community. Ethnic and Race Relations in the Industrial Community. Management and the Industrial Community. Labor Organizations and the Industrial Community. Labor Organizations in the Industrial Society. Government in the Industrial Society.

22. SCOTT, WILLIAM HENRY. *Technical Change and Industrial Relations; a Study of the Relations between Technical Change and the Social Structure of a Large Steelworks*, by W. H. Scott (and others). Liverpool, Liverpool University Press, 1956. Pp. 336.

Report of a study undertaken by the Department of Social Science of the University of Liverpool from 1953 to 1956. The aim of this study was to examine "... the factors which promote and impede the introduction and assimilation of technical change in industry".

23. TENNESSEE STATE LABOR COUNCIL. *Labor and TVA*. Nashville, 1956. Pp. 17.

Among other things deals with industrial relations in the Tennessee Valley Authority system.

### International Labour Organization

24. INTERNATIONAL LABOUR CONFERENCE. 39TH, GENEVA, 1956. CANADIAN EMPLOYERS' DELEGATION. *Report on the 1956 International Labour Conference...* Montreal? Canadian Chamber of Commerce (and others) 1956. Pp. 23.

25. INTERNATIONAL LABOUR OFFICE. *Report of the Director General*. First Item on the Agenda. Geneva, 1957. 2 Volumes.

At head of title: Report 1. Part 1-2. International Labour Conference. Fortieth Session, Geneva, 1957.

Contents: Pt. 1. Automation and other technological developments; labour and social implications. Pt. 2. Activities of the I.L.O., 1956-1957; Eleventh report of the International Labour Organization to the United Nations.

### Labour Organization

26. GENERAL FEDERATION OF TRADE UNIONS. *Reports*. London, 1957. 1 Volume.

Partial Contents: Financial Statements. Annual Report. Annual General Council Meeting Proceedings.

27. INTERNATIONAL UNION OF ELECTRICAL, RADIO AND MACHINE WORKERS. *Code of Ethical Practices*. Washington, 1957. Pp. 11.

### Labour Supply

28. GREAT BRITAIN. COMMITTEE ON THE EMPLOYMENT OF NATIONAL SERVICE MEN

IN THE UNITED KINGDOM. *Report*. London, H.M.S.O., 1956. Pp. 27.

"Memorandum by the Army Council" (on the report): p. 24-27.

The Committee examined the question of how men called up under National Service might be most efficiently utilized.

29. GREAT BRITAIN. SCOTTISH OFFICE. *Industry and Employment in Scotland, 1955*. Edinburgh, H.M.S.O., 1956. Pp. 76.

## Labouring Classes

30. AMERICAN FEDERATION OF LABOUR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. INDUSTRIAL UNION DEPARTMENT. *Handbook on the Industrial Security Program of the Department of Defense; the Security Risk Program: How it works; Who is affected; What to do*. Washington, 1955? Pp. 46.

"...Describes the industrial security program, how it works and what should be done to prevent workers from being wrongly branded as security risks and losing their jobs."

31. CANADA. BUREAU OF STATISTICS. *Urban Family Food Expenditure*. Ottawa, Queen's Printer, 1957. Pp. 31.

Based on data from a small sample urban family expenditure survey for 1955. In five large Canadian cities a small group of families kept detailed records during 1955.

32. INTERNATIONAL ASSOCIATION OF PERSONNEL IN EMPLOYMENT SECURITY. ONTARIO CHAPTER. *Proceedings of the Eleventh Annual Conference of the Ontario Chapter*. Toronto, 1955? Pp. 29.

33. NEW YORK (STATE) STATE COMMISSION AGAINST DISCRIMINATION. *Manpower Unlimited*. New York, 1957. Pp. 24.

Reports the results of interviews with a number of employers in New York regarding the use of racial, religious and minority groups in their plants and offices. The interviews show that discrimination in employment is decreasing and that a policy of hiring and promoting workers on a merit basis, regardless of race or creed, has paid off.

34. RESEARCH COUNCIL FOR ECONOMIC SECURITY. *Prolonged Illness Absenteeism, Summary Report. Study of Prolonged Absences due to Nonoccupational Disabilities among Employed Persons in Private Nonagricultural Industries in the United States, 1953-1955*. Chicago, 1957. Pp. 237.

Based on reports from 145 reporting units covering 193,856 employed persons. Partial Contents: Rate. Duration. Medical Data. Medical Care. Cost of Medical Care. Cost for the Average Worker.

35. U.S. BUREAU OF LABOR STATISTICS. *Labor in Iceland*. Washington, 1956. Pp. 30.

Contents: General Information. Labor Force. The Trade Union Movement. Labor-Management Relations. Wages. Protective Legislation and Social Insurance.

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36. AMERICAN MANAGEMENT ASSOCIATION. *Long-Range Planning in an Expanding Economy*. New York, 1956. Pp. 48.

Contents: How Possible is Long-Range Planning? Long-Range Planning at Lockheed. Financing Growth Industries in an Inflated Economy. Integrating and consolidating Company Acquisitions.

37. EUROPEAN CONFERENCE ON THE DISSEMINATION OF MANAGEMENT PRINCIPLES AND TECHNIQUES, DEAUVILLE, FRANCE, 1956. *Reports*. Subject No. 1-8. EPA Project No. 349. Paris, European Productivity Agency of the O.E.E.C., 1956. 9 parts.

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38. CANADA. DEPARTMENT OF LABOR. ECONOMICS AND RESEARCH BRANCH. *Foundry Workers*. Rev. ed. Hull, Queen's Printer, 1957. Pp. 24.

Gives information about qualifications, training and earnings of foundry workers. Discusses advantages and disadvantages of the work and chances of advancement.

39. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *The Foundry Industry*. 2d ed. London, H.M.S.O., 1956. Pp. 32.

Describes the work done by workers in each of the main departments of the foundry.

40. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Management in the Hotel and Catering Industry*. 2d ed. London, H.M.S.O., 1956. Pp. 28.

Provides information about the various jobs and the educational qualifications and professional training in the British hotel and catering industry.

41. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *The Prison Service*. London, H.M.S.O., 1956. Pp. 32.

Contents: The Development of the Prison Service. Who's Who in the Prison Service. Personal Qualities. Day-to-Day Work in a Prison. Borstal Institutions and Detention Centres. Recruitment and Training. Conditions of Service, Openings and Prospects.

42. NATIONAL ASSOCIATION OF MANUFACTURERS OF THE UNITED STATES OF AMERICA.



EDUCATION DEPARTMENT. *Your Opportunities in Industry as a Technician*. New York, 1957. Pp. 30.

Some of the technical occupations described are: electric power technicians, diesel technician, instrumentation technician, air conditioning technician, chemical technician, tool design technician, aviation technician, industrial technician, and electronics technician.

## Professional Workers

43. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Professional Employees*. Washington, 1956. Pp. 14.

This survey, based on data submitted by 89 executives, covers such topics as recruiting, training, membership in professional societies, sabbatical leave, salary schedules, turnover, and personnel practices applying to professionals.

44. CHAMBER OF COMMERCE OF THE UNITED STATES OF AMERICA. TRADE AND PROFESSIONAL ASSOCIATION DEPT. *Modern Day Trade and Professional Associations; What They are and What They do*. Washington, 1956? Pp. 43.

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45. AUSTRALIA. DEPARTMENT OF SOCIAL SERVICES. *Commonwealth Social Services*. Canberra? 1956. Pp. 32.

Deals with social service facilities in Australia.

46. INTERNATIONAL ASSOCIATION OF INDUSTRIAL ACCIDENT BOARDS AND COMMISSIONS. *Four Papers delivered at the 1956 Convention, Charleston, S.C., Dec., 1956*. Washington, 1956. 4 Papers.

Contents: Shifting Workmen's Compensation into High Gear, by James J. Reid. Legal Aspects in determining Responsibility in Heart Cases (a Panel Discussion). Low Back Disability by Dr. J. L. Johnston. Compensation for Non-Scheduled Disabilities, Actual Wage Loss Theory, by James L. Hill.

47. HAWAII (TER.). DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS. *A Study of extending unemployment Insurance to Agricultural Labor in Hawaii*. Conducted jointly by the Department of Labor and Industrial Relations and the Legislative Reference Bureau, University of Hawaii. Honolulu, 1957. Pp. 64.

The purpose of this study was to determine the probable cost in unemployment insurance contributions to employers and the probable amounts in unemployment insurance benefits paid to farm workers in the Territory of Hawaii if Unemployment insurance were extended to agricultural workers.

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48. CONFERENCE ON SHORTER HOURS OF WORK, WASHINGTON, D.C., 1956. Papers presented before AFL-CIO Conference on Shorter Hours of Work. Washington, D.C., September 11, 1956. Washington, Bureau of National Affairs, 1956. Pp. 61.

Contents: 1. The History of Organized Labors Drive for Shorter Hours of Work, by George Brooks. 2. Worker Attitudes towards Shorter Hours, by W. L. Ginsburg and Ralph Bergmann. 3. Economic Aspects of Shorter Hours, by Nat Goldfinger. 4. Recent Accomplishments in reducing Hours. 5. Which Way to Greater Leisure? By Peter Henle.

49. INTERNATIONAL ECONOMIC ASSOCIATION. *The Theory of Wage Determination; Proceedings of a Conference held by the International Economic Association*. Edited by John T. Dunlop. London, Macmillan, 1957. Pp. 437.

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50. U.S. DEPARTMENT OF LABOR. WAGE AND HOUR AND PUBLIC CONTRACTS DIVISIONS. *Studies of the Economic Effects of the \$1.00 Minimum Wage; Interim Report*. Washington, G.P.O., 1957. Pp. 109.

"This interim report is intended to describe the three-year program of studies being conducted by the Department... to determine the economic effects of the \$1.00 minimum wage, to report on progress to date on the studies, and to point to such tentative conclusions as can be drawn from the data now available as to the short-run effects of the minimum wage increase."

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51. NATIONAL MANPOWER COUNCIL. *Womanpower; a Statement, with Chapters by the Council Staff*. New York, Columbia University Press, 1957. Pp. 371.

Partial Contents: Women in the Labor Force Today. Women in Business and Industry: an Employer Appraisal. Trends in the Employment of Women. The Secondary Education of Girls. The Labor Market Behavior of Women. Shortages of Highly Trained Personnel. Work in the Lives of Women.

52. U.S. WOMEN'S BUREAU. *Job-Finding Techniques for the College Woman*. Washington, G.P.O., 1956. Pp. 9.

53. U.S. WOMEN'S BUREAU. *What's new about Women Workers? A Few Facts*. Rev. ed. Washington, G.P.O., 1957. Leaflet.

## Miscellaneous

54. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS.

*The Greater Danger; the Post-Stalin Pattern for Communist World Conquest.* Washington, 1956. Pp. 82.

A discussion of the activities of the present regime in Russia with particular reference to the speech given by Nikita Khrushchev at the Twentieth Congress of the Communist Party of the Soviet Union in February 1956.

55. CANADA. DEPARTMENT OF CITIZENSHIP AND IMMIGRATION. STATISTICS SECTION. *Immigration Statistics, 1957.* Ottawa, 1957. Pp. 16.

56. EUROPEAN PRODUCTIVITY AGENCY. *Productivity Pilot Provinces in Italy.* Paris, 1956. Pp. 17.

Describes what has been done to promote productivity in the Italian provinces of Palermo, Salerno and Vicenza.

57. HEINRICH, WALTER. *Scientific Small Business Promotion in Austria.* Paris, European Productivity Agency of the O.E.E.C., 1956. Pp. 8.

Tells about the work done by the Austrian federal government in promoting small business in Austria.

58. INSTITUTE OF PUBLIC AFFAIRS (VICTORIA). *Production; the Key to Better Living.* Melbourne, 1956. Pp. 18.

59. LA NEF. *Jeunesse qui es-tu?* Paris, Julliard, 1955. Pp. 224.  
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Partial Contents: Les jeunes aux prises avec notre monde technique, par Georges Friedmann. Vues sur une réforme de l'enseignement, par Pierre-Olivier Lapie. Propos sur le Ministère des Jeunes, par J. Kosciuszko-Morizet. Propos sur un foyer de jeunes ouvriers, par J. M. Le monde agricole retrouve une jeunesse, par André Duffaure. Les différents projets de réforme de l'enseignement, par Jean Broizat.

60. SMITH, LEO F. *The Technical Institute*, by Leo F. Smith and Laurence Lipsett. New York, McGraw-Hill, 1956. Pp. 319.

Provides the following information: (a) tells what a technical institute is; (b) outlines curricula offered; (c) tells about the location and nature of the various types of technical institute curriculums.

61. TORONTO. UNIVERSITY. COMMERCE CLUB. *The Commerce Journal, 1957.* Toronto, 1957. Pp. 88.

Partial Contents: Whither the Rate of Interest? By Gilbert Jackson. Industrial Relations in Post-War Britain, by J. H. Richardson. System Flow Graphs and Automation, by J. M. Ham. Management Functions under the Union Contract, by D. F. Mutrie. Records Management in Relation to Electronic Data Processing, by R. N. Beattie. The Market for Men's Working Clothes Industry in Canada, by P. Kurtz.

62. TRUCK LOGGERS' ASSOCIATION. *Proceedings of the Fourteenth Annual Convention, Vancouver, B.C., January 16, 17, 18, 1957.* Vancouver, 1957. Pp. 96.

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## Recent Regulations

(Continued from page 1093)

with the law and the regulations concerning the transportation and storage of explosives and dangerous articles. This means that an applicant must be familiar with the rules regarding the storage and transportation of explosives set out in Part VI of the Explosives Regulations approved by P.C. 1956-349 under the federal Explosives Act.

### Saskatchewan Boiler and Pressure Vessel Act

New regulations under the Saskatchewan Boiler and Pressure Vessel Act respecting

the design, construction, installation and use of boilers and pressure vessels were approved by O.C. 1395/57 on July 12 and gazetted on July 19, replacing regulations authorized by orders 847/43, 568/45 and 714/48. The revision of these regulations coincides with the publication of a new edition of the Canadian Standards Association Code for Boilers and Pressure Vessels (B51), the text of which will be available shortly.

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## Labour Conditions in Government Contracts

(Continued from page 1102)

screw shallow draft buoy vessels for Mackenzie River. *Baker Lake N W T*: The Tower Co Ltd, construction of dwellings, etc. *Frobisher Bay N W T*: The Tower Co Ltd, construction of extension to living quarters, storage & maintenance garage, etc. *Isachsen N W T*: The Tower Co Ltd, \*supply of material for Meteorological Station. *Mould Bay N W T*: The Tower Co Ltd, \*supply of material for Meteorological Station, alterations & extension to operations bldg No 1 & barracks bldg No 3, etc. *Norman Wells N W T*: Burns & Dutton Concrete & Construction Co Ltd, construction of dwelling, operations bldg & related work. *Teslin Y T*: Dawson & Hall Ltd, construction of dwelling, garage & related work at airport & RCMP detachment quarters & related work.

# LABOUR STATISTICS

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## A—Labour Force

**TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED JUNE 22, 1957**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,996	120	447	1,684	2,199	1,041	505
Agricultural.....	777	*	46	178	206	324	22
Non-Agricultural.....	5,219	119	401	1,506	1,993	717	483
Males.....	4,554	100	349	1,301	1,616	817	371
Agricultural.....	725	*	43	171	188	303	19
Non-Agricultural.....	3,829	99	306	1,130	1,428	514	352
Females.....	1,442	20	98	383	583	224	134
Agricultural.....	52	*	*	*	18	21	*
Non-Agricultural.....	1,390	20	95	376	565	203	131
All Ages.....	5,996	120	447	1,684	2,199	1,041	505
14 - 19 years.....	608	15	45	219	200	89	40
20 - 24 years.....	760	20	57	243	254	130	56
25 - 44 years.....	2,743	54	195	767	1,013	478	236
45 - 64 years.....	1,645	28	129	406	632	296	154
65 years and over.....	240	*	21	49	100	48	19
<i>Persons with Jobs</i>							
All status groups.....	5,834	114	429	1,622	2,150	1,030	489
Males.....	4,418	94	333	1,247	1,577	809	358
Females.....	1,416	20	96	375	573	221	131
Agricultural.....	774	*	45	177	205	324	22
Non-Agricultural.....	5,060	113	384	1,445	1,945	706	467
Paid Worker.....	4,600	96	343	1,301	1,793	646	421
Males.....	3,324	78	259	958	1,272	457	300
Females.....	1,276	18	84	343	521	189	211
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	162	*	18	62	49	11	16
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,016	144	452	1,439	1,618	900	463
Males.....	919	37	94	236	270	176	106
Females.....	4,097	107	358	1,203	1,348	724	357

\* Less than 10,000.



**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended June 22, 1957		Week Ended May 18, 1957		Week Ended June 23, 1956	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for work.....	174	163	208	195	130	121
Without Jobs.....	162	152	194	183	117	110
Under 1 month.....	66	—	55	—	50	—
1— 3 months.....	49	—	68	—	33	—
4— 6 months.....	27	—	51	—	17	—
7—12 months.....	15	—	15	—	10	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	12	11	14	12	13	11
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	*	*	10	*	*	*

<sup>(1)</sup> To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

\* Less than 10,000.

**B—Labour Income****TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transporta- tion, Communi- cation, Storage, Trade	Finance, Services, (including Government)	Supple- mentary Labour Income	Total
1949 Average.....	49	214	47	169	147	21	647
1952 Average.....	76	303	63	233	199	32	906
1953 Average.....	73	329	70	252	217	35	976
1954 Average.....	73	323	69	261	239	35	1,000
1955 Average.....	77	342	78	278	256	37	1,068
1956 Average.....	87	379	93	307	283	41	1,190
1956—June.....	89	381	105	311	288	41	1,215
July.....	95	382	105	317	281	43	1,223
August.....	98	382	108	319	286	43	1,236
September.....	99	392	110	324	299	44	1,268
October.....	104	394	114	324	294	43	1,273
November.....	98	397	101	325	300	44	1,265
December.....	96	397	90	327	295	43	1,248
1957—January.....	87	384	76	310	298	42	1,197
February.....	85	389	74	316	299	42	1,205
March.....	77	393	73	317	302	43	1,205
April.....	72	393	83	324	303	43	1,218
May.....	85	397	97	334	313	44	1,270
June.....	95	404	113	345	323	45	1,325

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At May 1, employers in the principal non-agricultural industries reported a total employment of 2,693,956.

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100).      (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Wages and Payrolls	Average Wages and Salaries	
			\$					\$
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	118.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1956—May 1 .....	115.2	172.3	148.8	63.93	114.1	174.2	151.7	66.70
June 1 .....	119.7	179.0	148.8	63.93	115.4	175.6	151.1	66.46
July 1 .....	124.2	187.6	150.3	64.56	118.0	180.6	152.1	66.89
Aug. 1 .....	125.4	189.9	150.8	64.77	117.9	179.2	151.1	66.44
Sept. 1 .....	125.7	191.0	151.3	65.01	118.0	180.1	151.7	66.71
Oct. 1 .....	125.9	194.5	153.8	66.07	118.6	184.4	154.6	67.97
Nov. 1 .....	126.2	195.4	154.2	66.24	118.6	185.9	155.9	68.53
Dec. 1 .....	125.7	194.3	153.9	66.11	118.0	185.6	156.4	68.78
1957—Jan. 1 .....	121.4	180.3	148.0	63.58	114.8	171.7	148.8	65.44
Feb. 1 .....	118.6	184.7	155.2	66.66	115.1	182.0	157.3	69.17
Mar. 1 .....	118.1	185.8	156.8	67.36	115.0	182.3	157.6	69.29
Apr. 1 .....	118.0	186.1	157.3	67.56	115.4	184.4	158.9	69.87
May 1 .....	119.1	187.5	156.9	67.39	115.8	184.7	158.7	69.76

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	May 1 1957	April 1 1957	May 1 1956	May 1 1957	April 1 1957	May 1 1956
(a) Provinces						
Newfoundland.....	119.2	111.6	119.4	63.35	61.24	54.94
Prince Edward Island.....	103.7	97.6	102.3	51.98	52.02	47.24
Nova Scotia.....	95.1	94.8	93.7	56.09	56.56	53.14
New Brunswick.....	97.2	100.4	99.0	56.83	58.97	53.89
Quebec.....	116.4	116.2	113.3	64.80	64.97	61.21
Ontario.....	122.8	121.4	118.3	69.88	69.97	66.63
Manitoba.....	107.2	106.0	103.8	62.61	62.52	60.32
Saskatchewan.....	115.6	112.6	111.9	63.44	64.03	59.96
Alberta (including Northwest Territories).....	144.3	143.9	136.7	67.87	69.36	64.72
British Columbia (including Yukon).....	122.8	119.2	117.5	73.49	73.37	69.57
Canada.....	119.1	118.0	115.2	67.39	67.56	63.93
(b) Metropolitan Areas						
St. John's.....	116.1	113.6	113.5	50.10	49.72	45.92
Sydney.....	91.4	90.5	88.9	68.84	66.87	64.49
Halifax.....	114.7	118.5	114.1	54.14	54.97	50.80
Saint John.....	99.4	109.7	96.0	54.47	55.67	50.63
Quebec.....	108.8	105.8	107.9	55.09	55.66	52.67
Sherbrooke.....	108.1	109.7	102.3	54.89	56.81	53.93
Three Rivers.....	117.8	113.1	115.5	62.29	62.79	58.70
Drummondville.....	75.9	76.3	77.0	56.91	55.91	54.35
Montreal.....	123.9	121.9	117.7	65.79	65.65	62.73
Ottawa—Hull.....	118.8	116.7	116.0	60.10	60.17	58.02
Peterborough.....	108.4	107.8	101.4	71.72	72.81	68.88
Oshawa.....	175.7	172.8	177.4	77.70	76.13	83.86
Niagara Falls.....	122.7	117.6	119.5	75.41	77.09	72.47
St. Catharines.....	126.4	124.8	124.7	77.70	77.82	76.10
Toronto.....	131.5	130.2	125.9	70.30	70.41	67.53
Hamilton.....	115.3	113.8	112.6	75.08	73.68	69.20
Brantford.....	88.1	88.4	93.3	63.62	64.38	62.31
Galt.....	115.2	114.7	108.8	60.34	60.30	57.82
Kitchener.....	114.0	113.5	108.9	63.70	63.27	61.65
Sudbury.....	139.7	139.1	132.8	82.29	82.10	77.53
London.....	119.6	119.5	115.4	63.56	63.69	61.46
Sarnia.....	144.9	137.3	134.2	84.77	84.22	79.01
Windsor.....	100.7	101.9	109.9	73.81	74.22	72.34
Sault Ste. Marie.....	136.5	132.0	125.5	83.47	83.55	77.11
Ft. William—Pt. Arthur.....	115.0	105.7	111.6	68.15	68.48	65.22
Winnipeg.....	105.3	103.4	103.6	59.80	60.16	57.66
Regina.....	115.2	111.6	114.5	61.19	60.96	57.52
Saskatoon.....	118.2	117.8	112.3	58.46	58.02	55.76
Edmonton.....	175.1	169.5	165.1	62.92	64.83	59.90
Calgary.....	154.3	153.7	147.5	64.45	64.81	61.74
Vancouver.....	119.8	118.0	114.6	70.98	71.36	67.22
Victoria.....	118.7	116.9	116.6	65.47	65.67	61.52



**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY  
WAGES AND SALARIES**

(1949 = 100)      (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	May 1 1957	April 1 1957	May 1 1956	May 1 1957	April 1 1957	May 1 1956
<b>Mining</b> .....	<b>120.8</b>	<b>123.4</b>	<b>116.9</b>	<b>82.57</b>	<b>82.67</b>	<b>76.54</b>
Metal mining.....	130.4	130.2	122.7	85.32	85.88	79.87
Gold.....	76.7	76.4	76.9	72.51	72.02	70.64
Other metal.....	180.5	180.3	165.3	90.39	91.36	83.87
Fuels.....	100.9	110.5	102.1	81.01	80.41	73.18
Coal.....	60.6	61.8	67.2	64.71	60.07	60.63
Oil and natural gas.....	249.1	289.8	216.3	95.61	96.38	85.94
Non-metal.....	137.4	131.7	136.5	74.13	73.95	70.70
<b>Manufacturing</b> .....	<b>115.8</b>	<b>115.4</b>	<b>114.1</b>	<b>69.76</b>	<b>69.87</b>	<b>66.70</b>
Food and beverages.....	102.7	99.7	101.2	62.39	62.22	58.96
Meat products.....	119.1	116.6	119.1	70.27	70.50	67.97
Canned and preserved fruits and vegetables.....	77.2	72.2	75.6	57.46	58.24	53.88
Grain mill products.....	102.6	101.6	103.5	65.13	65.27	62.80
Bread and other bakery products.....	107.3	106.9	106.6	60.04	58.99	55.67
Biscuits and crackers.....	88.6	89.6	92.4	50.94	51.14	48.06
Distilled and malt liquors.....	101.3	99.2	103.6	78.54	73.14	74.52
Tobacco and tobacco products.....	85.7	85.4	77.3	66.83	63.13	66.96
Rubber products.....	109.4	113.0	112.0	73.46	71.66	69.40
Leather products.....	89.0	90.7	90.0	47.55	48.77	44.65
Boots and shoes (except rubber).....	93.7	95.5	93.3	45.06	46.94	42.46
Textile products (except clothing).....	86.3	86.9	87.0	55.16	55.35	53.17
Cotton yarn and broad woven goods.....	85.7	86.8	89.8	51.63	51.05	50.87
Woollen goods.....	71.8	72.7	73.9	52.25	52.89	50.74
Synthetic textiles and silk.....	86.7	86.7	84.0	61.30	62.26	59.22
Clothing (textile and fur).....	95.9	97.4	95.0	43.92	45.87	43.23
Men's clothing.....	102.7	104.0	100.8	42.52	44.92	42.82
Women's clothing.....	96.9	99.2	95.2	46.01	47.54	43.95
Knit goods.....	82.5	83.7	82.0	43.63	44.82	43.51
Wood products.....	103.2	103.0	106.6	59.25	60.06	57.45
Saw and planing mills.....	101.9	101.4	107.0	61.11	61.93	59.19
Furniture.....	109.8	111.7	110.4	57.54	58.15	55.54
Other wood products.....	96.9	94.1	97.5	53.78	54.90	52.69
Paper products.....	122.3	121.6	120.9	81.80	82.44	77.27
Pulp and paper mills.....	124.1	122.9	123.1	87.94	88.89	82.69
Other paper products.....	117.8	118.3	115.5	66.01	66.07	63.12
Printing, publishing and allied industries.....	119.3	118.4	114.4	75.11	74.90	71.27
Iron and steel products.....	116.1	116.2	111.7	78.62	78.31	74.67
Agricultural implements.....	68.8	70.4	69.2	75.00	77.52	73.92
Hardware and tools.....	99.5	100.1	109.7	71.61	71.81	70.95
Heating and cooking appliances.....	100.1	101.4	103.4	65.85	66.37	64.32
Iron castings.....	105.7	106.1	108.1	76.35	75.98	73.88
Machinery mfg.....	128.0	128.7	118.4	74.97	75.61	73.23
Primary iron and steel.....	128.0	126.4	120.8	92.04	88.62	81.09
Sheet metal products.....	110.5	110.8	110.6	74.38	74.66	71.13
Transportation equipment.....	148.0	147.4	146.4	77.14	76.99	75.31
Aircraft and parts.....	384.5	386.7	352.7	80.80	81.34	77.58
Motor vehicles.....	136.6	136.5	148.9	83.75	81.74	82.62
Motor vehicle parts and accessories.....	119.5	117.4	130.3	76.65	76.05	76.13
Railroad and rolling stock equipment.....	95.7	94.7	91.9	69.81	71.03	68.68
Shipbuilding and repairing.....	162.7	161.6	150.1	72.61	72.40	68.91
Non-ferrous metal products.....	128.9	128.6	128.8	79.30	78.64	74.74
Aluminum products.....	134.4	135.6	135.7	75.02	75.70	69.64
Brass and copper products.....	105.8	106.6	114.8	73.66	73.50	72.43
Smelting and refining.....	154.5	152.6	149.4	85.82	84.60	80.26
Electrical apparatus and supplies.....	151.6	152.5	149.2	74.17	75.07	72.38
Non-metallic mineral products.....	130.5	124.0	131.4	71.76	76.72	69.02
Clay products.....	100.7	96.2	109.5	68.96	69.22	65.61
Glass and glass products.....	132.2	123.5	134.0	68.06	68.84	67.68
Products of petroleum and coal.....	137.4	136.0	123.6	102.50	98.60	96.18
Chemical products.....	133.3	130.3	126.5	78.18	77.90	73.19
Medicinal and pharmaceutical preparations.....	116.1	115.1	114.4	69.45	67.73	67.45
Acids, alkalis and salts.....	145.9	142.5	129.3	88.68	87.18	80.73
Miscellaneous manufacturing industries.....	113.8	113.4	107.8	59.47	59.87	56.90
<b>Construction</b> .....	<b>123.3</b>	<b>115.3</b>	<b>115.0</b>	<b>72.70</b>	<b>75.34</b>	<b>67.58</b>
Building and general engineering.....	137.2	130.2	125.3	78.22	81.00	73.01
Building.....	142.5	136.9	130.0	77.11	80.56	72.80
Engineering work.....	115.8	102.9	104.8	83.83	83.38	74.13
Highways, bridges and streets.....	101.0	91.4	98.5	60.72	62.45	56.49
<b>Service</b> .....	<b>127.7</b>	<b>126.7</b>	<b>120.1</b>	<b>45.69</b>	<b>45.36</b>	<b>42.91</b>
Hotels and restaurants.....	120.6	120.5	113.8	37.65	37.10	36.19
Laundries and dry cleaning plants.....	113.8	111.4	108.4	42.31	41.77	39.85
Other service.....	168.8	166.9	156.5	66.77	67.25	61.81
<b>Industrial composite</b> .....	<b>119.1</b>	<b>118.0</b>	<b>115.2</b>	<b>67.39</b>	<b>67.56</b>	<b>63.93</b>

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

**TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

(Hourly-Rated Wage-Earners)      SOURCE: Man hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	June 1, 1957	May 1, 1957	June 1, 1956	June 1, 1957	May 1, 1957	June 1, 1956
Newfoundland.....	44.8	47.2	43.5	153.1	162.9	135.5
Nova Scotia.....	41.8	40.8	41.1	142.7	141.8	132.1
New Brunswick.....	40.8	40.6	41.3	140.5	142.0	133.6
Quebec.....	41.3	41.3	42.4	144.2	142.9	136.2
Ontario.....	40.2	40.4	40.5	169.4	169.1	160.5
Manitoba.....	40.3	40.1	40.1	149.5	148.7	143.4
Saskatchewan.....	40.3	40.0	40.3	166.9	165.3	156.0
Alberta <sup>(1)</sup> .....	40.0	40.1	40.3	167.8	167.3	156.6
British Columbia <sup>(2)</sup> .....	38.4	38.7	38.0	190.2	189.2	180.4

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (Dominion Bureau of Statistics).

# TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	June 1 1957	May 1 1957	June 1 1956	June 1 1957	May 1 1957	June 1 1956	June 1 1957	May 1 1957	June 1 1956
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	42.2	41.7	42.8	185.3	186.2	170.5	78.20	77.65	72.97
Metal mining.....	42.8	42.4	43.3	192.4	193.9	177.5	82.35	82.21	76.86
Gold.....	42.9	42.8	44.2	158.5	159.5	130.3	68.00	68.27	66.43
Other metal.....	42.8	42.3	42.9	206.5	208.6	189.8	88.38	88.24	81.42
Fuels.....	40.4	39.2	41.0	178.5	175.8	161.1	72.11	68.91	66.05
Coal.....	38.7	38.6	40.2	162.6	162.5	147.8	62.93	62.73	59.42
Oil and natural gas.....	43.3	40.6	42.6	203.8	206.0	185.9	88.25	83.64	79.19
Non-metal.....	42.7	42.6	43.5	166.0	167.9	158.5	70.88	71.53	68.95
Manufacturing.....	40.5	40.6	40.9	160.6	160.0	151.9	65.04	64.96	62.13
Food and beverages.....	41.0	40.4	41.2	140.4	140.4	131.7	57.56	56.72	54.26
Meat products.....	40.8	39.8	40.6	164.3	164.9	156.3	67.03	65.63	63.46
Canned and preserved fruits and vegetables.....	37.5	38.3	37.5	123.7	126.3	116.3	46.39	48.37	43.61
Grain mill products.....	41.3	41.1	41.9	148.7	147.7	143.5	61.41	60.70	60.13
Bread and other bakery products.....	43.2	42.5	43.8	128.2	127.2	117.5	55.38	54.06	51.47
Distilled and malt liquors.....	40.3	39.6	40.7	183.3	181.8	170.5	73.87	71.99	69.39
Tobacco and tobacco products.....	40.4	40.3	43.0	156.3	155.2	149.6	63.15	62.55	64.33
Rubber products.....	42.3	41.6	41.5	166.9	167.6	156.3	70.60	69.72	64.86
Leather products.....	38.8	39.8	39.6	110.8	110.4	104.4	42.99	43.94	41.34
Boots and shoes (except rubber).....	37.7	39.2	39.1	107.4	107.0	100.9	40.49	41.94	39.45
Textile products (except clothing).....	41.1	41.4	42.1	120.5	120.1	113.9	49.53	49.72	47.95
Cotton yarn and broad woven goods.....	38.7	39.3	40.6	120.6	120.2	112.0	46.67	47.24	45.47
Woollen goods.....	42.7	42.3	43.2	112.6	112.0	106.6	48.08	47.38	46.05
Synthetic textiles and silk.....	42.9	43.7	43.7	127.7	126.8	122.1	54.78	55.41	53.36
Clothing (textile and fur).....	36.8	37.5	38.0	104.3	104.3	99.9	38.38	38.31	37.96
Men's clothing.....	36.0	36.8	37.5	105.2	104.0	100.3	37.87	38.60	37.61
Women's clothing.....	36.0	37.0	36.4	109.6	110.7	103.2	39.46	40.96	37.56
Knit goods.....	38.5	39.2	40.0	100.7	100.3	98.3	38.77	39.32	39.32
*Wood products.....	41.0	40.8	41.3	139.3	139.1	132.8	57.11	56.75	54.85
Saw and planing mills.....	40.3	39.9	40.2	147.6	148.9	141.0	59.48	59.41	56.88
Furniture.....	42.4	42.1	43.0	128.8	127.6	122.5	54.61	53.72	52.68
Other wood products.....	42.0	42.0	43.4	121.6	119.1	114.1	51.07	50.03	49.52
Paper products.....	42.1	42.0	42.6	189.0	184.0	176.4	79.57	77.28	75.15
Pulp and paper mills.....	42.2	42.3	42.8	203.0	197.3	189.1	85.67	83.46	80.93
Printing, publishing and allied industries.....	41.6	41.2	42.0	145.9	143.5	137.6	60.69	59.12	57.79
*Iron and steel products.....	39.9	39.8	40.0	190.2	190.1	181.0	75.89	75.66	72.40
Agricultural implements.....	41.6	41.3	41.9	182.8	182.4	171.8	76.04	75.33	71.98
Fabricated and structural steel.....	39.5	39.2	39.5	176.9	178.7	171.9	69.88	70.05	67.90
Hardware and tools.....	41.6	41.6	42.6	180.4	178.3	174.7	75.05	74.17	74.42
Heating and cooking appliances.....	42.1	41.3	41.9	161.5	162.4	158.9	67.99	67.07	66.58
Iron castings.....	40.4	39.8	41.4	156.3	153.9	145.4	63.15	61.25	60.20
Machinery manufacturing.....	41.4	41.6	42.8	177.0	176.7	167.9	73.28	73.51	71.86
Primary iron and steel.....	42.8	42.1	42.8	170.1	169.5	162.8	72.80	71.36	69.68
Sheet metal products.....	41.8	41.9	41.8	213.5	213.6	193.3	89.24	89.50	80.80
*Transportation equipment.....	40.8	40.0	40.6	175.3	174.5	164.3	71.52	69.80	66.71
Aircraft and parts.....	39.4	40.5	39.4	180.2	180.6	171.7	71.00	73.14	67.65
Motor vehicles.....	40.9	40.8	40.9	181.9	181.6	176.3	74.40	74.09	72.11
Motor vehicle parts and accessories.....	35.7	40.1	36.1	191.8	197.1	184.2	68.47	79.04	66.50
Railroad and rolling stock equipment.....	40.4	40.1	40.4	182.4	181.7	174.8	73.69	72.86	70.62
Shipbuilding and repairing.....	39.4	39.5	38.9	175.8	173.3	163.5	69.27	68.45	63.60
*Non-ferrous metal products.....	41.2	42.1	42.0	172.4	171.4	162.6	71.03	72.16	68.29
Aluminum products.....	40.2	40.8	40.8	181.1	180.3	172.3	72.80	73.56	70.30
Brass and copper products.....	40.0	40.0	40.1	155.1	156.2	145.4	62.04	62.48	58.31
Smelting and refining.....	41.3	41.1	41.7	168.7	167.2	158.5	69.67	68.72	66.09
*Electrical apparatus and supplies.....	39.8	40.9	40.7	200.8	195.9	188.5	79.92	80.12	76.72
Heavy electrical machinery and equipment.....	40.0	39.9	40.8	166.3	165.6	158.3	66.52	66.07	64.59
Radios and radio parts.....	40.5	40.1	41.2	184.7	182.5	174.3	74.80	73.18	71.81
Batteries.....	39.6	39.4	39.3	146.7	145.8	138.1	58.09	57.45	54.27
Refrigerators, vacuum cleaners and appliances.....	35.4	39.4	40.5	177.6	181.9	163.8	62.87	63.79	62.29
Miscellaneous electrical products.....	39.7	39.9	40.5	169.3	169.5	164.6	67.21	67.63	66.66
Wire and cable.....	40.2	39.9	41.4	153.2	153.8	147.8	61.59	61.37	61.19
*Non-metallic mineral products.....	40.3	40.5	42.1	179.6	179.0	175.2	72.38	72.50	73.84
Clay products.....	42.9	42.5	43.6	159.4	159.9	152.8	68.38	67.53	66.62
Glass and glass products.....	43.2	42.6	43.3	149.3	150.5	143.8	64.50	64.11	62.27
Products of petroleum and coal.....	42.5	41.9	42.3	152.2	152.3	149.9	64.69	63.81	63.41
Chemical products.....	41.6	42.5	41.0	223.5	220.3	209.8	92.98	93.63	86.02
Medicinal and pharmaceutical preparations.....	41.1	41.1	41.3	170.1	168.8	168.0	69.91	69.38	65.25
Acids, alkalis and salts.....	41.0	40.7	41.2	132.8	131.4	129.7	54.45	53.48	53.44
Miscellaneous manufacturing industries.....	42.4	42.2	42.1	199.9	193.1	180.1	84.76	81.49	75.82
*Durable goods.....	40.4	40.9	41.0	131.1	129.2	123.0	52.96	52.84	50.43
Non-durable goods.....	40.7	40.9	41.0	171.7	171.9	162.6	69.88	70.31	66.67
Construction.....	40.3	40.4	40.9	148.4	146.4	139.6	59.81	59.19	57.10
Building and general engineering.....	41.9	39.7	40.6	175.7	176.9	164.2	73.62	70.23	66.67
Highways, bridges and streets.....	42.3	40.0	40.8	188.9	188.9	176.7	79.90	75.56	72.09
Electric and motor transportation.....	40.9	38.8	40.1	144.6	145.1	134.8	58.90	56.30	54.05
Service.....	44.2	44.1	44.3	159.4	158.6	150.2	70.45	69.94	66.54
Hotels and restaurants.....	40.1	40.3	40.5	93.6	94.4	89.0	37.53	38.04	36.05
Laundries and dry cleaning plants.....	40.4	40.3	40.5	92.6	93.9	88.5	37.41	37.84	35.84
	40.1	41.0	41.8	90.5	90.7	85.8	36.29	37.19	35.44

\* Durable manufactured goods industries.



TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN  
MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Week Preceding:						
May 1, 1956.....	41.4	151.1	62.56	150.0	116.6	128.6
June 1, 1956.....	40.9	151.9	62.13	149.0	117.8	126.5
July 1, 1956.....	41.2	152.7	62.91	150.8	118.5	127.3
August 1, 1956.....	40.8	152.4	62.18	149.1	119.1	125.2
September 1, 1956.....	41.1	152.1	62.51	149.9	119.0	126.0
October 1, 1956.....	41.5	153.3	63.62	152.5	119.8	127.3
November 1, 1956.....	41.6	154.7	64.36	154.3	120.3	128.3
December 1, 1956.....	41.5	155.5	64.53	154.7	120.4	128.5
January 1, 1957.....	41.2*	158.0	65.10*	156.1	120.3	129.8
February 1, 1957.....	40.9	157.5	64.42	154.4	120.5	128.1
March 1, 1957.....	40.9	157.6	64.46	154.5	120.5	128.2
April 1, 1957.....	41.1	158.7	65.23	156.4	120.9	129.4
May 1, 1957 <sup>(1)</sup> .....	40.6	159.9	64.92	155.6	121.1	128.5

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1957 are 37.9 and \$59.83.

<sup>(1)</sup> Latest figures subject to revision.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT**

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
August 1, 1951.....	39,951	14,570	54,521	80,456	49,511	129,967
August 1, 1952.....	23,413	17,212	40,625	118,318	57,396	175,714
August 1, 1953.....	19,382	17,772	37,154	111,524	52,357	163,881
August 1, 1954.....	12,124	12,902	25,026	181,457	77,396	258,853
August 1, 1955.....	18,363	16,665	35,028	132,710	72,674	205,384
August 1, 1956.....	38,195	19,636	57,831	105,417	69,272	174,689
September 1, 1956.....	39,324	22,039	61,363	101,718	60,377	162,095
October 1, 1956.....	40,726	21,827	62,553	97,699	59,502	157,201
November 1, 1956.....	31,997	17,154	49,151	108,703	65,017	173,720
December 1, 1956.....	27,634	16,442	44,076	171,326	74,709	246,035
January 1, 1957.....	19,784	13,440	33,224	343,956	92,207	436,163
February 1, 1957.....	18,117	12,376	30,493	447,210	112,994	560,204
March 1, 1957.....	14,218	12,694	26,912	474,661	113,489	588,150
April 1, 1957.....	19,523	14,760	34,283	479,539	111,129	590,668
May 1, 1957.....	28,999	18,200	47,199	378,062	96,250	474,312
June 1, 1957.....	28,041	19,163	47,204	226,022	80,973	306,995
July 1, 1957 <sup>(1)</sup> .....	21,843	17,643	39,486	180,521	85,981	266,502
August 1, 1957 <sup>(1)</sup> .....	20,834	14,036	34,870	171,765	84,581	256,346

\* Current vacancies only. Deferred vacancies are excluded.

<sup>(1)</sup> Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT  
JUNE 28, 1957<sup>(1)</sup>**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				May 31 1957	June 29 1956
<b>Agriculture, Fishing, Trapping.....</b>	<b>889</b>	<b>1,062</b>	<b>1,961</b>	<b>+</b>	<b>19</b>
<b>Forestry.....</b>	<b>3,794</b>	<b>11</b>	<b>3,805</b>	<b>-</b>	<b>995</b>
<b>Mining, Quarrying and Oil Wells.....</b>	<b>1,155</b>	<b>70</b>	<b>1,225</b>	<b>-</b>	<b>767</b>
Metal Mining.....	765	28	793	-	78
Fuels.....	256	23	279	-	539
Non-Metal Mining.....	70	2	72	-	84
Quarrying, Clay and Sand Pits.....	6	1	7	-	5
Prospecting.....	58	16	74	-	61
<b>Manufacturing.....</b>	<b>3,619</b>	<b>2,761</b>	<b>6,380</b>	<b>-</b>	<b>3,002</b>
Foods and Beverages.....	352	300	652	-	264
Tobacco and Tobacco Products.....	2	44	46	+	22
Rubber Products.....	20	30	50	+	13
Leather Products.....	68	180	248	-	47
Textile Products (except clothing).....	127	242	369	-	89
Clothing (textile and fur).....	157	1,226	1,383	-	2
Wood Products.....	374	76	450	-	301
Paper Products.....	181	48	229	-	204
Printing, Publishing and Allied Industries.....	203	93	296	-	62
Iron and Steel Products.....	622	116	738	-	419
Transportation Equipment.....	706	86	792	-	386
Non-Ferrous Metal Products.....	165	64	229	-	297
Electrical Apparatus and Supplies.....	267	85	352	-	313
Non-Metallic Mineral Products.....	80	24	104	-	68
Products of Petroleum and Coal.....	28	17	45	-	129
Chemical Products.....	186	61	247	-	426
Miscellaneous Manufacturing Industries.....	81	69	150	-	30
<b>Construction.....</b>	<b>4,054</b>	<b>108</b>	<b>4,162</b>	<b>-</b>	<b>1,016</b>
General Contractors.....	3,425	70	3,495	-	973
Special Trade Contractors.....	629	38	667	-	43
<b>Transportation, Storage and Communication.....</b>	<b>1,020</b>	<b>206</b>	<b>1,326</b>	<b>-</b>	<b>1,600</b>
Transportation.....	861	160	1,021	-	1,027
Storage.....	46	18	64	-	49
Communication.....	113	128	241	-	524
<b>Public Utility Operation.....</b>	<b>178</b>	<b>39</b>	<b>217</b>	<b>-</b>	<b>292</b>
<b>Trade.....</b>	<b>1,948</b>	<b>2,285</b>	<b>4,233</b>	<b>-</b>	<b>1,554</b>
Wholesale.....	627	515	1,142	-	581
Retail.....	1,321	1,770	3,091	-	973
<b>Finance, Insurance and Real Estate.....</b>	<b>719</b>	<b>635</b>	<b>1,354</b>	<b>-</b>	<b>461</b>
<b>Service.....</b>	<b>4,454</b>	<b>10,434</b>	<b>14,888</b>	<b>-</b>	<b>3,722</b>
Community or Public Service.....	372	1,681	2,053	-	723
Government Service.....	2,102	558	2,660	-	1,245
Recreation Service.....	365	127	492	+	132
Business Service.....	518	407	925	-	547
Personal Service.....	1,097	7,661	8,758	-	1,339
<b>GRAND TOTAL.....</b>	<b>21,830</b>	<b>17,711</b>	<b>39,541</b>	<b>-</b>	<b>13,390</b>

<sup>(1)</sup> Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.



**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT  
BY OCCUPATION AND BY SEX AS AT JUNE 27, 1957<sup>(1)</sup>**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies (2)			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers....	3,242	1,068	4,310	5,903	1,611	7,514
Clerical workers.....	1,411	3,421	4,832	10,729	27,152	37,881
Sales workers.....	1,091	1,124	2,215	4,459	11,246	15,705
Personal and domestic service workers..	1,522	8,373	9,895	18,865	13,341	32,206
Seamen.....	17	.....	17	827	3	830
Agriculture and fishing.....	924	852	1,776	1,554	579	2,133
Skilled and semiskilled workers.....	10,326	2,030	12,356	79,710	16,998	96,708
Food and kindred products (inc. tobacco).....	59	20	79	770	485	1,255
Textiles, clothing, etc.....	136	1,394	1,530	2,871	10,792	13,663
Lumber and lumber products.....	4,027	5	4,032	10,217	138	10,355
Pulp, paper (inc. printing).....	80	18	98	712	338	1,050
Leather and leather products.....	34	92	126	848	887	1,735
Stone, clay and glass products.....	22	.....	22	228	82	310
Metalworking.....	922	18	940	9,640	933	10,573
Electrical.....	158	27	185	1,608	1,031	2,639
Transportation equipment.....	8	1	9	800	45	845
Mining.....	527	.....	527	928	.....	928
Construction.....	1,171	.....	1,171	18,885	1	18,886
Transportation (except seamen).....	1,063	28	1,091	13,545	86	13,631
Communications and public utility..	51	.....	51	389	3	392
Trade and service.....	243	374	617	2,571	1,166	3,737
Other skilled and semiskilled.....	1,480	44	1,524	11,233	752	11,985
Foremen.....	180	8	188	1,852	247	2,099
Apprentices.....	165	1	166	2,613	12	2,625
Unskilled workers.....	3,310	775	4,085	58,474	15,051	73,525
Food and tobacco.....	175	199	374	1,786	3,209	4,995
Lumber and lumber products.....	190	12	202	6,678	265	6,943
Metalworking.....	134	18	152	3,684	487	4,171
Construction.....	1,723	.....	1,723	26,127	4	26,131
Other unskilled workers.....	1,088	546	1,634	20,199	11,086	31,285
<b>GRAND TOTAL.....</b>	<b>21,843</b>	<b>17,643</b>	<b>39,486</b>	<b>180,521</b>	<b>85,981</b>	<b>266,502</b>

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JUNE 27, 1957**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	( <sup>1</sup> ) June 27, 1957	Previous Month May 30, 1957	Previous Year June 28, 1956	( <sup>1</sup> ) June 27, 1957	Previous Month May 30, 1957	Previous Year June 28, 1956
<b>Newfoundland.....</b>	<b>136</b>	<b>219</b>	<b>528</b>	<b>7,867</b>	<b>12,907</b>	<b>5,872</b>
Corner Brook.....	7	12	56	1,922	3,069	1,791
Grand Falls.....	17	21	16	1,169	1,814	1,533
St. John's.....	112	186	456	4,776	8,024	3,548
<b>Prince Edward Island.....</b>	<b>349</b>	<b>193</b>	<b>363</b>	<b>1,436</b>	<b>1,653</b>	<b>1,036</b>
Charlottetown.....	323	121	289	903	1,015	630
Summerside.....	26	72	74	533	638	406
<b>Nova Scotia.....</b>	<b>1,319</b>	<b>1,488</b>	<b>1,548</b>	<b>10,013</b>	<b>12,853</b>	<b>7,851</b>
Amherst.....	20	44	24	442	683	350
Bridgewater.....	14	71	37	461	501	286
Halifax.....	933	1,055	959	2,968	3,117	2,381
Inverness.....	3	3	3	299	445	208
Kentville.....	47	51	68	1,031	1,701	892
Liverpool.....	19	17	71	227	272	110
New Glasgow.....	145	95	160	959	1,391	775
Springhill.....	14	1	12	453	610	152
Sydney.....	51	75	49	1,820	2,348	1,880
Truro.....	33	36	137	615	781	363
Yarmouth.....	40	40	31	738	1,004	454
<b>New Brunswick.....</b>	<b>1,217</b>	<b>1,349</b>	<b>2,416</b>	<b>12,023</b>	<b>16,267</b>	<b>8,903</b>
Bathurst.....	7	9	25	1,019	1,684	667
Campbellton.....	43	83	45	1,109	1,933	920
Edmundston.....	81	167	174	664	1,276	450
Fredericton.....	117	146	412	896	1,145	530
Minto.....	233	99	204	376	425	243
Moncton.....	396	473	799	2,521	3,100	1,905
Newcastle.....	11	10	7	1,249	1,684	704
Saint John.....	167	220	343	2,734	2,934	2,419
St. Stephen.....	85	41	140	764	963	637
Sussex.....	57	73	81	192	320	121
Woodstock.....	20	28	186	499	822	307
<b>Quebec.....</b>	<b>12,188</b>	<b>11,589</b>	<b>19,398</b>	<b>80,770</b>	<b>99,740</b>	<b>62,942</b>
Asbestos.....	28	43	46	335	413	264
Beauharnois.....	38	31	60	514	585	300
Buckingham.....	17	23	9	464	736	380
Causapsca.....	416	91	800	1,306	2,127	1,576
Chandler.....	2	2	10	299	721	308
Chicoutimi.....	939	1,218	796	935	1,179	575
Dolbeau.....	9	55	190	771	1,126	613
Drummondville.....	59	74	38	1,020	1,130	981
Farnham.....	20	35	47	551	604	373
Forestville.....	422	538	1,888	464	984	578
Gaspé.....	8	2	45	395	880	375
Granby.....	64	80	58	939	930	797
Hull.....	70	85	130	1,602	1,825	1,042
Joliette.....	172	153	117	1,325	1,701	1,265
Jonquiere.....	31	36	82	1,438	1,648	746
Lachute.....	30	22	49	317	351	263
La Malbaie.....	8	7	4	498	940	449
La Tuque.....	1,245	827	706	369	390	281
Lévis.....	115	214	215	2,081	2,457	1,325
Louiseville.....	68	62	60	870	630	419
Magog.....	2	3	32	373	475	245
Matiwaki.....	25	6	32	411	846	318
Matane.....	13	27	71	1,026	2,068	580
Mégantic.....	13	27	71	494	724	274
Mont-Laurier.....	104	15	35	550	863	391
Montmagny.....	15	22	39	863	1,500	632
Montreal.....	5,161	4,359	7,292	29,011	30,359	21,489
New Richmond.....	5	7	5	556	963	473
Port Alfred.....	4	52	19	425	574	254
Quebec.....	741	791	1,107	6,843	8,259	5,381
Rimouski.....	108	112	331	1,548	2,589	1,113
Rivière du Loup.....	76	78	60	1,178	2,761	1,365
Roberval.....	83	172	33	592	912	471
Rouyn.....	159	169	471	1,872	2,926	1,664
Ste. Agathe.....	89	36	94	206	419	140
Ste. Anne de Bellevue.....	74	107	194	282	386	299
Ste. Thérèse.....	61	78	127	608	782	541
St. Georges Est.....	235	386	780	1,126	1,949	879
St. Hyacinthe.....	35	44	216	1,061	1,291	1,485
St. Jean.....	105	114	103	774	858	721
St. Jérôme.....	66	51	69	804	842	546
Sept Îles.....	283	157	95	650	1,031	768
Shawinigan Falls.....	62	41	53	2,109	2,775	1,875
Sherbrooke.....	168	175	366	2,874	2,860	1,834
Sorel.....	115	91	86	789	817	902

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JUNE 27, 1957

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(2)			Live Applications		
	(1) June 27, 1957	Previous Month May 30, 1957	Previous Year June 28, 1956	(1) June 27, 1957	Previous Month May 30, 1957	Previous Year June 28, 1956
<b>Quebec—Con.</b>						
Thetford Mines.....	63	95	58	951	984	923
Trois Rivières.....	269	299	661	2,219	2,277	1,685
Val d'Or.....	110	192	932	1,187	1,801	865
Valleyfield.....	77	77	89	1,981	1,014	750
Victoriaville.....	29	54	137	935	1,098	653
Ville d'Alma.....	81	124	18	979	1,300	816
<b>Ontario.....</b>	<b>12,936</b>	<b>14,972</b>	<b>20,946</b>	<b>94,834</b>	<b>97,079</b>	<b>58,528</b>
Amprior.....	25	37	60	164	169	112
Barrie.....	61	104	184	520	592	567
Belleville.....	47	21	44	809	854	604
Bracebridge.....	563	735	439	488	547	124
Brampton.....	50	54	111	395	439	270
Brantford.....	77	78	118	2,109	1,926	1,350
Brockville.....	23	14	43	208	186	124
Carleton Place.....	16	7	6	115	112	83
Chatham.....	37	166	406	1,355	1,331	1,151
Cobourg.....	4	8	16	480	447	316
Collingwood.....	38	42	33	302	238	307
Cornwall.....	282	191	211	1,749	1,872	1,054
Fort Erie.....	48	58	76	276	206	340
Fort Frances.....	25	36	33	170	265	85
Fort William.....	853	598	474	669	679	618
Galt.....	173	204	137	668	729	368
Gananoque.....	10	10	7	131	123	123
Goderich.....	34	73	40	286	288	179
Guelph.....	116	124	200	1,061	956	588
Hamilton.....	668	806	1,361	7,901	7,368	5,376
Hawkesbury.....	24	25	26	313	412	170
Ingersoll.....	51	63	35	355	376	175
Kapuskasing.....	62	61	487	328	587	266
Kenora.....	511	632	110	198	312	157
Kingston.....	124	155	141	1,067	1,069	717
Kirkland Lake.....	306	135	547	467	545	398
Kitchener.....	90	154	112	1,338	1,581	808
Leamington.....	66	51	51	781	877	423
Lindsay.....	24	38	65	362	338	224
Listowel.....	33	26	57	133	174	78
London.....	481	577	867	3,091	3,396	2,396
Midland.....	49	76	60	202	228	156
Napanee.....	12	6	30	213	282	111
Newmarket.....	55	62	.....	478	511	.....
New Toronto.....	112	139	396	1,816	1,828	1,179
Niagara Falls.....	86	86	175	976	905	662
North Bay.....	32	26	30	859	1,029	308
Oakville.....	108	113	420	331	336	229
Orillia.....	18	22	61	377	369	199
Oshawa.....	87	93	206	2,773	2,408	1,686
Ottawa.....	1,672	1,913	1,475	3,306	3,412	2,309
Owen Sound.....	29	46	98	710	752	582
Parry Sound.....	12	13	5	98	197	102
Pembroke.....	265	262	397	934	979	608
Perth.....	52	49	53	211	202	192
Peterborough.....	65	175	170	1,910	1,733	1,119
Pictou.....	29	62	24	117	209	135
Port Arthur.....	464	748	1,026	909	1,471	807
Port Colborne.....	26	22	26	306	350	224
Prescott.....	30	41	27	333	402	285
Renfrew.....	12	20	42	254	248	159
St. Catharines.....	144	157	152	2,528	2,396	1,360
St. Thomas.....	109	120	106	612	699	464
Sarnia.....	136	172	210	1,376	1,546	685
Sault Ste. Marie.....	501	648	607	1,113	1,242	604
Simcoe.....	66	83	140	523	614	224
Sioux Lookout.....	18	22	35	84	107	48
Smiths Falls.....	14	10	15	172	192	150
Stratford.....	37	25	75	473	478	281
Sturgeon Falls.....	4	3	3	407	514	285
Sudbury.....	392	503	627	1,736	1,981	994
Timmins.....	149	93	686	843	1,125	710
Toronto.....	2,709	3,285	5,982	27,315	27,371	14,981
Trenton.....	44	57	93	475	435	416
Walkerton.....	52	45	55	213	256	161
Wallaceburg.....	16	6	16	381	282	219
Welland.....	65	76	63	898	846	717
Weston.....	181	183	493	1,460	1,596	834
Windsor.....	147	209	276	8,027	7,830	4,538
Woodstock.....	24	18	94	696	724	254



**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JUNE 27, 1957**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	(1) June 27, 1957	Previous Month May 30, 1957	Previous Year June 28, 1956	(1) June 27, 1957	Previous Month May 30, 1957	Previous Year June 28, 1956
<b>Manitoba</b> .....	<b>3,369</b>	<b>3,900</b>	<b>4,175</b>	<b>9,854</b>	<b>11,953</b>	<b>9,609</b>
Brandon.....	583	642	541	568	767	523
Dauphin.....	42	68	30	314	512	229
Flin Flon.....	67	95	147	167	163	119
Portage la Prairie.....	70	118	68	397	470	332
The Pas.....	27	19	58	78	107	51
Winnipeg.....	2,580	2,958	3,331	8,300	9,934	8,355
<b>Saskatchewan</b> .....	<b>1,562</b>	<b>2,659</b>	<b>2,561</b>	<b>5,276</b>	<b>6,656</b>	<b>4,909</b>
Estevan.....	96	142	137	150	127	191
Moose Jaw.....	250	305	325	543	425	557
North Battleford.....	60	55	65	368	473	417
Prince Albert.....	106	143	232	691	882	671
Regina.....	499	1,222	615	1,289	1,366	1,293
Saskatoon.....	215	366	533	1,354	2,238	1,055
Swift Current.....	82	126	366	189	185	161
Weyburn.....	46	85	123	85	70	85
Yorkton.....	118	214	165	607	890	479
<b>Alberta</b> .....	<b>3,137</b>	<b>5,976</b>	<b>5,225</b>	<b>12,853</b>	<b>13,873</b>	<b>8,231</b>
Blainmore.....	5	13	95	257	414	165
Calgary.....	1,154	2,405	1,492	5,104	3,654	3,031
Drumheller.....	110	18	69	246	339	213
Edmonton.....	1,205	2,518	2,222	5,149	7,065	3,492
Edson.....	29	62	60	232	334	130
Lethbridge.....	320	621	902	833	893	502
Medicine Hat.....	205	195	251	566	454	374
Red Deer.....	108	114	134	466	690	324
<b>British Columbia</b> .....	<b>3,333</b>	<b>4,859</b>	<b>5,148</b>	<b>31,576</b>	<b>34,014</b>	<b>21,586</b>
Chilliwack.....	332	160	66	595	621	629
Courtenay.....	30	51	77	571	426	294
Cranbrook.....	13	14	17	287	525	220
Dawson Creek.....	59	59	66	327	523	176
Duncan.....	55	40	119	403	242	301
Kamloops.....	35	31	341	419	974	319
Kelowna.....	30	13	21	541	547	541
Kitimat.....	82	225	315	213	506	157
Mission City.....	300	37	124	512	404	472
Nanaimo.....	15	46	119	719	554	421
Nelson.....	26	37	12	371	401	381
New Westminster.....	296	325	296	4,085	3,660	3,112
Pentiction.....	31	25	55	316	371	300
Port Alberni.....	38	35	67	587	532	376
Prince George.....	145	195	328	1,220	2,356	860
Prince Rupert.....	90	104	109	511	991	272
Princeton.....	7	21	15	175	188	61
Trail.....	8	2	60	465	521	478
Vancouver.....	1,236	2,704	2,303	15,642	16,117	9,994
Vernon.....	106	63	48	733	926	273
Victoria.....	355	608	505	2,627	2,269	1,777
Whitehorse.....	44	64	85	227	360	172
<b>Canada</b> .....	<b>39,486</b>	<b>47,204</b>	<b>62,308</b>	<b>266,502</b>	<b>396,995</b>	<b>189,467</b>
Males.....	21,843	28,041	40,016	180,521	226,022	116,849
Females.....	17,643	19,163	22,292	85,981	80,973	72,618

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(SOURCE: Form U.I.C. 751)

1952—1957

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956 6 months.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1956 6 months.....	489,569	352,914	136,655	33,564	116,144	180,066	100,751	59,044
1957 6 months.....	427,149	288,827	138,322	27,050	105,474	152,692	90,840	51,093

**TABLE D-6.—VACANCIES<sup>1</sup> AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES APRIL 1 TO JUNE 28, 1957**  
(Source: U.I.C. 751)

Industry	Newfoundland			Prince Edward Island			Nova Scotia			New Brunswick			Quebec			Ontario						
	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified				
	Reg-ular	Trans-fers out		Reg-ular	Trans-fers out		Reg-ular	Trans-fers out		Reg-ular	Trans-fers out		Reg-ular	Trans-fers out		Reg-ular	Trans-fers out					
Agriculture.....	1	1	120	306	28	1	41	29	7	127	221	24	56	238	1,747	563	627	454	5,140	2,774	792	251
Forestry.....	8	118	49	2	3		426	253	16	37	587	258		20	12,644	5,320	10	1,504	3,144	2,195	16	176
Fishing and Trapping.....				41	39		13	9		5	6	5			4	3		2	36	19		
Mining, Quarrying and Oil Wells.....	227	189					346	307	1	17	104	41	2	4	1,108	733	22	58	1,795	1,049	9	324
Metal Mining.....	224	187					339	306		15	17	15		2	511	267	7	54	1,569	876	5	322
Fuels.....	1									2	78	18	2	2	19	12		1	28	10	1	
Non-Metal Mining.....	1														462	385	11	3	24	20	1	
Quarrying, Clay and Sand Pits.....	1	1					3		1		2	2			83	67			115	106		
Prospecting.....	1						4	1			7	6			33	2	4		59	37	2	2
Manufacturing.....	298	148	9	1	208	154	1,591	1,235	152	23	622	339	87	1	22,923	14,982	633	742	26,671	19,865	2,651	472
Foods and Beverages.....	26	9	8	125	86	26	254	176	46	1	134	86	12	1	2,684	1,709	68	12	3,479	2,622	373	52
Tobacco and Tobacco Products.....																						
Rubber Products.....				1	1		4	4							276	212	2		50	45	2	2
Leather Products.....											18	10			1,168	760	85	5	622	475	22	3
Textile Products (except clothing).....	1	1		1	1		5	4			3	1			1,700	1,180	25	21	1,226	865	53	12
Clothing (textile and fur).....	1	1					18	14			69	21	3		4,148	2,605	21	8	1,664	1,371	33	9
Wood Products.....	193	62	1	47	45	2	81	54	6		81	52	3		2,648	1,465	45	25	2,020	1,566	166	20
Paper Products.....	67	67					9	4			103	66	18		1,141	894	31	4	1,116	785	105	26
Printing, Publishing and Allied Industries.....																						
Iron and Steel Products.....	2	1	1	7	4	1	42	30	4		21	12	3		787	413	57	3	1,773	849	738	14
Transportation Equipment.....				1	1		410	303	62	15	57	27	11		1,914	1,415	37	17	4,970	3,913	357	111
Non-ferrous Metal Products.....																						
Electrical Apparatus and Equipment.....							20	14	6		40	30	2		1,604	766	6	610	1,011	810	45	16
Non-Metallic Mineral Products.....							8	3	3		1	1			647	427	6	3	1,724	1,317	113	18
Products of Petroleum and Coal.....	4	4		6	3		97	77	12		27	13	1		648	530	15	3	1,003	762	107	8
Chemical Products.....																						
Miscellaneous Manufacturing Industries.....	3	3		15	8	5	13	11	1		16	5	8		1,068	598	102	7	1,545	1,068	225	10
				1	1	1	13	4	8		14	3	9		855	598	30	4	1,060	792	77	7

Construction.....	565	514	2	20	100	78	12	30	825	537	180	90	1,951	1,459	110	102	12,905	9,432	505	963	22,494	16,432	1,500	1,409	
	General Contractors.....	538	494	2	20	75	65	3	30	584	415	91	89	1,690	1,303	84	89	9,245	6,562	403	916	17,899	12,848	1,067	1,370
	Special Trade Contractors.....	27	20			25	13	9		241	122	89	1	261	156	26	13	3,660	2,870	102	47	4,595	3,584	433	39
Transportation, Storage and Communication.....	24	8	2	22	37	30	2	2	294	155	71	59	531	282	53	57	6,498	3,672	2,102	139	6,321	4,140	1,287	204	
	Transportation.....	24	8	2	22	34	30		2	243	131	67	59	483	249	47	57	6,015	3,470	2,087	134	5,341	3,496	1,133	115
	Storage.....									3		2		33	22	3		90	56	12	583	356	127	46	
Communication.....					3		2		48	24	2		15	11	3		393	146	3	5	397	288	27	46	
Public Utility Operation	3	1							32	22	1		7	3			245	149		12	934	597	20	6	
	Trade.....	139	72	15		343	120	188	1	1,594	991	271	10	1,026	501	191	1	9,413	5,521	643	21	16,293	10,315	2,718	44
	Wholesale.....	34	15	10		133	25	94	1	606	328	196	10	374	172	118		2,783	1,639	274	6	5,223	2,867	1,460	18
Retail.....	105	57	5		210	95	94		988	663	75		652	329	73		6,630	3,882	369	15	11,070	7,448	1,258	26	
Finance, Insurance and Real Estate	12	9			32	19	1		181	92	11		152	86	14	1	1,439	918	29	1	2,456	1,696	72	2	
	Service.....	582	297	52		551	226	167	3	2,829	1,297	918	47	2,728	1,160	765	43	22,441	9,885	5,004	142	36,018	17,510	9,796	157
	Community or Public Service.....	26	18	2		51	35	4		299	109	39	8	198	96	47	2	1,378	726	56	7	3,103	1,058	269	12
Government Service.....	406	222			69	58	1	3	782	568	32	35	775	635	28	29	2,599	1,993	56	47	5,714	4,430	604	37	
Recreation Service.....	18	3	11		5	4	1		81	28	27		123	15	92		1,072	692	58	1	2,107	759	702	16	
Business Service.....	7	5			17	12			93	68	7		68	38	8	2	1,182	582	81	5	1,745	1,150	148	19	
Personal Service.....	125	49	39		409	117	161		1,664	524	813	4	1,564	376	590	10	16,010	6,182	4,737	82	23,349	9,213	8,073	83	
Totals	1,859	1,357	80	212	1,620	697	405	37	8,172	4,927	1,628	415	7,945	4,158	1,278	467	91,367	51,178	9,575	4,038	121,302	76,592	18,861	3,045	
	Men.....	1,560	1,191	71	212	744	385	210	35	5,469	3,546	1,650	415	8,457	4,185	1,285	463	64,275	35,459	13,047	4,935	82,147	43,959	13,047	2,904
	Women.....	299	166	9		876	312	195	2	2,703	1,381	648	3	2,488	973	533	4	27,092	12,727	4,445	75	39,155	22,633	5,814	141

<sup>1</sup> Current and deferred vacancies reported during the period.





Public Utility Operation.....	102	94	3	2	107	72	1	21	518	492	13	28	267	228	9	2	2,215	1,668	47	71
<b>Trade.....</b>	<b>3,184</b>	<b>1,359</b>	<b>1,016</b>	<b>10</b>	<b>2,743</b>	<b>1,448</b>	<b>656</b>	<b>12</b>	<b>4,874</b>	<b>2,532</b>	<b>1,344</b>	<b>2</b>	<b>4,340</b>	<b>2,512</b>	<b>618</b>	<b>34</b>	<b>43,919</b>	<b>25,371</b>	<b>7,660</b>	<b>135</b>
Wholesale.....	1,651	623	652	5	965	481	294	3	2,174	1,038	802	.....	1,548	877	312	11	15,491	8,065	4,212	54
Retail.....	1,533	736	364	5	1,778	967	362	9	2,700	1,494	542	2	2,762	1,635	306	23	28,428	17,306	3,448	81
<b>Finance, Insurance and Real Estate</b>	<b>436</b>	<b>241</b>	<b>23</b>	<b>2</b>	<b>403</b>	<b>257</b>	<b>35</b>	<b>.....</b>	<b>811</b>	<b>472</b>	<b>31</b>	<b>.....</b>	<b>798</b>	<b>497</b>	<b>28</b>	<b>2</b>	<b>6,720</b>	<b>4,287</b>	<b>244</b>	<b>8</b>
<b>Service.....</b>	<b>5,997</b>	<b>2,104</b>	<b>2,310</b>	<b>137</b>	<b>5,063</b>	<b>2,163</b>	<b>1,273</b>	<b>452</b>	<b>10,316</b>	<b>4,572</b>	<b>2,572</b>	<b>151</b>	<b>10,987</b>	<b>5,841</b>	<b>2,141</b>	<b>39</b>	<b>97,512</b>	<b>45,055</b>	<b>24,998</b>	<b>1,174</b>
Community or Public Service.....	543	227	86	18	850	359	101	68	1,290	632	59	36	888	548	71	1	8,536	4,708	750	152
Government Service.....	922	843	211	60	807	638	37	342	2,197	1,987	20	89	2,562	1,942	104	25	16,893	13,316	903	673
Recreation Service.....	414	66	183	1	447	45	67	.....	150	65	47	.....	227	95	63	.....	3,944	1,482	1,251	8
Business Service.....	200	134	23	8	285	183	18	25	533	351	46	12	746	460	116	3	4,936	2,983	447	74
Personal Service.....	3,858	834	1,997	44	2,914	938	1,050	17	6,146	1,537	2,400	17	6,564	2,796	1,787	10	63,203	22,366	21,647	267
<b>Totals.....</b>	<b>19,718</b>	<b>9,923</b>	<b>4,196</b>	<b>751</b>	<b>16,346</b>	<b>8,823</b>	<b>2,548</b>	<b>1,026</b>	<b>30,401</b>	<b>17,482</b>	<b>4,854</b>	<b>667</b>	<b>42,601</b>	<b>23,573</b>	<b>10,565</b>	<b>945</b>	<b>340,931</b>	<b>198,710</b>	<b>53,990</b>	<b>11,683</b>
<b>Men.....</b>	<b>12,407</b>	<b>7,723</b>	<b>3,066</b>	<b>718</b>	<b>15,171</b>	<b>6,399</b>	<b>1,646</b>	<b>589</b>	<b>18,998</b>	<b>12,661</b>	<b>2,894</b>	<b>534</b>	<b>34,392</b>	<b>13,887</b>	<b>4,384</b>	<b>939</b>	<b>226,460</b>	<b>124,327</b>	<b>31,483</b>	<b>10,589</b>
<b>Women.....</b>	<b>6,911</b>	<b>2,756</b>	<b>2,130</b>	<b>33</b>	<b>5,173</b>	<b>2,424</b>	<b>902</b>	<b>187</b>	<b>11,463</b>	<b>5,321</b>	<b>1,960</b>	<b>133</b>	<b>18,209</b>	<b>7,686</b>	<b>6,171</b>	<b>36</b>	<b>114,371</b>	<b>56,373</b>	<b>22,507</b>	<b>614</b>

<sup>1</sup> Current and deferred vacancies reported during the period.

## E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, JUNE 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid†(Disability Days in Brackets)	Amount of Benefit Paid  \$
Newfoundland.....	7.2	1,236	28,878 (509)	647,250
Prince Edward Island.....	.8	161	3,167 (264)	57,004
Nova Scotia.....	8.6	2,654	34,240 (2,656)	641,831
New Brunswick.....	9.7	2,641	38,905 (2,138)	796,623
Quebec.....	58.8	19,436	235,195 (28,136)	4,834,548
Ontario.....	58.7	27,352	234,772 (24,612)	4,710,146
Manitoba.....	6.5	1,807	26,019 (3,636)	494,654
Saskatchewan.....	2.9	633	11,753 (1,934)	231,843
Alberta.....	6.8	2,286	27,295 (2,509)	582,782
British Columbia.....	17.3	6,340	68,943 (7,529)	1,359,355
Total, Canada, June 1957.....	177.3	64,546	709,167 (73,923)	14,356,036
Total, Canada, May 1957.....	313.3	100,871	1,253,217 (103,054)	26,269,582
Total, Canada, June 1956.....	128.1	43,403	538,014 (68,422)	9,930,856

\* Based on the number of payment documents for the month.

† Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

**TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, SEX AND PROVINCE, JUNE 28, 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Duration on the register (weeks)									June 29, 1956 Total
	Total	1	2	3-4	5-8	9-12	13-16	17-20	Over 20	
Canada.....	204,516	41,848	14,831	21,119	31,708	25,767	20,601	14,716	33,926	136,032
Male.....	140,265	29,505	10,087	14,326	21,175	18,382	14,735	9,992	22,063	82,287
Female.....	64,251	12,343	4,744	6,793	10,533	7,385	5,866	4,724	11,863	53,745
Newfoundland.....	6,547	723	319	379	835	1,117	918	656	1,600	4,711
Male.....	6,047	666	270	320	782	1,051	870	609	1,479	4,370
Female.....	500	57	49	59	53	66	48	47	121	341
Prince Edward Island.....	817	110	38	76	164	95	76	60	198	603
Male.....	600	83	28	54	122	74	54	43	142	407
Female.....	217	27	10	22	42	21	22	17	56	196
Nova Scotia.....	10,037	1,520	600	858	2,134	1,359	926	671	1,969	6,948
Male.....	8,217	1,217	477	720	1,828	1,154	723	510	1,588	5,402
Female.....	1,820	303	123	138	306	205	203	161	381	1,546
New Brunswick.....	10,083	1,422	558	881	2,064	1,750	1,116	758	1,534	7,240
Male.....	8,286	1,131	443	721	1,780	1,557	960	617	1,077	5,548
Female.....	1,797	291	115	160	284	193	156	141	457	1,692
Quebec.....	67,801	13,292	5,322	7,091	10,772	8,987	8,064	4,912	9,361	50,816
Male.....	46,609	9,116	3,554	4,647	6,883	6,432	6,282	3,666	6,029	31,628
Female.....	21,192	4,176	1,768	2,444	3,889	2,555	1,782	1,246	3,332	19,188
Ontario.....	70,532	15,490	5,284	8,163	10,606	7,859	6,245	4,893	11,992	40,680
Male.....	44,083	10,412	3,347	5,392	6,421	4,851	3,661	2,854	7,145	20,942
Female.....	26,449	5,078	1,937	2,771	4,185	3,008	2,584	2,039	4,847	19,738
Manitoba.....	7,106	1,282	459	639	1,060	776	634	602	1,654	5,414
Male.....	4,112	746	295	374	570	466	385	302	984	2,674
Female.....	2,994	536	164	275	490	310	249	300	670	2,740
Saskatchewan.....	2,916	428	210	244	375	406	260	220	773	2,676
Male.....	1,716	246	117	126	221	289	161	122	434	1,421
Female.....	1,200	182	93	118	154	117	99	98	339	1,255
Alberta.....	8,044	1,825	594	681	1,132	1,185	740	577	1,310	5,037
Male.....	6,286	1,508	467	532	836	975	578	447	943	3,333
Female.....	1,758	317	127	149	296	210	162	130	367	1,704
British Columbia.....	20,633	5,756	1,447	2,107	2,566	2,233	1,622	1,367	3,535	11,907
Male.....	14,309	4,380	1,089	1,450	1,732	1,533	1,061	822	2,242	6,562
Female.....	6,324	1,376	358	657	834	700	561	545	1,293	5,345



**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
JUNE 1957**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,346	1,008	338	1,462	804	658	569
Prince Edward Island.....	246	163	83	233	165	68	86
Nova Scotia.....	3,213	1,943	1,270	3,641	2,833	808	892
New Brunswick.....	2,759	1,722	1,037	3,042	2,287	755	790
Quebec.....	25,782	15,413	10,369	26,652	20,102	6,550	8,249
Ontario.....	36,215	20,183	16,032	37,833	29,979	7,854	8,422
Manitoba.....	2,565	1,664	901	2,576	1,933	643	407
Saskatchewan.....	974	656	318	972	677	295	201
Alberta.....	3,362	1,794	1,568	3,361	2,625	736	893
British Columbia.....	9,957	5,222	4,735	9,369	6,822	2,547	3,016
Total, Canada, June 1957.....	86,419	49,768	36,651	89,141	68,227	20,914	23,525
Total, Canada, May 1957.....	104,326	65,250	39,076	120,357	84,988	35,369	26,247
Total, Canada, June 1956.....	55,212	36,082	19,130	59,052	42,453	16,599	13,420

\* In addition, revised claims received numbered 22,193.

† In addition, 22,366 revised claims were disposed of. Of these, 1,671 were special requests not granted and 953 were appeals by claimants. There were 3,347 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT (REVISED)**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1956—May.....	3,600,000	3,307,900	292,100
June.....	3,726,330	3,458,260	268,070
July.....	3,744,000	3,608,000	136,000
August.....	3,785,000	3,646,500	138,500
September.....	3,788,000	3,655,700	132,300
October.....	3,785,000	3,656,600	128,400
November.....	3,808,000	3,668,600	139,400
December.....	3,875,000	3,659,600	215,400†
1957—January.....	3,929,000	3,530,800	398,200†
February.....	3,982,000	3,436,000	546,000†
March.....	3,987,000	3,414,600	572,400†
April.....	3,963,000	3,404,200	558,800†
May.....	3,808,000	3,434,400	373,600

\* Claimants having an unemployment register in the live file last working day of preceding month.

† Includes seasonal benefit claimants.

## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Service
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1956—July.....	118.5	114.4	132.7	108.6	116.7	121.1
August.....	119.1	115.9	133.0	108.4	116.8	121.3
September.....	119.0	115.5	133.1	108.4	117.1	121.4
October.....	119.8	117.4	133.3	108.5	117.7	121.6
November.....	120.3	117.9	133.4	108.4	118.1	122.8
December.....	120.4	117.5	133.5	108.6	118.6	122.9
1957—January.....	120.3	117.1	133.6	107.6	119.0	123.1
February.....	120.5	117.2	133.8	107.4	119.1	123.8
March.....	120.5	116.4	134.0	108.2	119.5	124.2
April.....	120.9	116.7	134.0	108.5	119.4	125.1
May.....	121.1	116.7	134.2	108.5	119.2	126.3
June.....	121.6	117.7	134.8	108.4	119.1	126.5
July.....	121.9	118.2	135.1	108.4	119.6	126.5

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JULY 1957**

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

—	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	July 1956	June 1957	July 1957					
St. Johns, Nfld. (1).....	108.1	109.5	109.6	108.1	110.5	101.8	108.9	116.0
Halifax.....	116.0	119.1	119.3	110.9	128.9	113.2	125.8	124.6
Saint John.....	118.7	122.0	122.4	115.1	132.8	117.8	121.7	130.3
Montreal.....	119.1	121.5	122.0	121.3	140.3	104.9	116.6	125.7
Ottawa.....	119.4	123.2	123.4	117.1	142.4	111.7	118.8	129.9
Toronto.....	121.5	125.2	125.5	118.3	150.5	111.8	119.6	129.9
Winnipeg.....	117.6	119.6	120.0	116.2	128.9	112.6	117.1	125.4
Saskatoon—Regina.....	115.6	118.8	119.3	116.6	118.9	118.5	121.6	121.0
Edmonton—Calgary.....	115.7	118.4	119.1	115.8	121.3	115.9	119.9	123.9
Vancouver.....	119.3	121.5	121.7	116.8	131.5	113.4	127.2	124.4

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base June 1951 = 100.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS JANUARY-JULY 1956, 1957 ‡**

Date	Number of Strikes and Lockouts		Approximate Number of Workers		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Days	Per Cent of Estimated Working Time
<b>1957*</b>						
January.....	24†	24	7,477†	7,477	52,680	0.06
February.....	17	27	5,797	8,080	49,130	0.05
March.....	32	45	6,585	9,912	71,430	0.08
April.....	15	31	6,158	8,022	51,820	0.06
May.....	30	40	14,051	15,393	144,700	0.16
June.....	22	43	7,519	18,520	221,850	0.24
July.....	12	34	2,481	16,298	237,740	0.26
Cumulative Totals.....	152		50,068		829,350	0.13
<b>1956</b>						
January.....	14†	14	17,341†	17,341†	338,355	0.36
February.....	12	23	3,884	20,150	234,945	0.25
March.....	12	23	2,308	3,172	16,955	0.02
April.....	15	22	2,535	2,877	10,350	0.01
May.....	30	35	16,470	17,911	136,520	0.14
June.....	25	39	9,621	16,866	78,160	0.08
July.....	32	42	8,260	9,244	58,750	0.06
Cumulative totals.....	140		60,419		874,035	0.13

\* Preliminary figures.

† Strikes unconcluded at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some time after its commencement.



TABLE G-2.—STRIKES AND LOCKOUTS JULY 1957 INVOLVING 100 OR MORE WORKERS

(Preliminary, subject to revision)

Employer(s)	Union(s)	Approximate Number of Workers	Date Began <sup>(1)</sup>	Date Ended	Approximate Time Lost Man-Days		Major Issue (s)	Major Term(s) of Settlement
					July	To Date		
In Progress Prior to July 1957								
FISHING— Fisheries Association Various Points B.C. Coast.	United Fishermen and Allied Workers Union, No. 37.	5,500	June 24	July 9	44,000	77,000	Fish prices.	Increase in salmon prices accepted.
MINING— <i>Other—</i> Gaspé Copper Mines, Murdockville, Que.	United Steel Workers of Am- erica, No. 4881, AFL-CIO/ CLC.	400	Mar. 10	.....	10,400	79,850	Recognition of union as bargain- ing agent.	.....
MANUFACTURING— <i>Wood—</i> *Boundary Sawmills Ltd., Midway, B.C.	International Woodworkers of America, No. 1-423, AFL- CIO/CLC.	140	June 18	June 28	.....	1,120	Wages.	Increases granted.
<i>Non-Ferrous Metals—</i> Aluminum Company of Canada Limited, Arvida, Que.	National Syndicate of Alumi- num Employees of Arvida, CCCC.	5,999 <sup>(2)</sup>	May 17	.....	131,975	317,945	Wages, working conditions and master contract covering companies activities in Quebec.	.....
<i>Electrical Apparatus and Supplies—</i> Reliance Electric and Engi- neering (Canada) Ltd., Welland, Ont.	United Electrical, Radio and Machine Workers, No. 523, IND.	153	May 28	July 26	2,905	6,300	Seniority rights.	Return of workers.
<i>Chemical Products—</i> Lever Brothers Ltd., Toronto, Ont.	International Chemical Wor- kers' Union, No. 32, AFL- CIO/CLC.	555	May 13	.....	12,210	31,800	Wages, conciliation procedures completed.	.....
CONSTRUCTION— Canadian Dredge & Dock, Company Limited, Port Colborne, Ont.	Seafarers International Union of North America, AFL- CIO/CLC.	153	June 21	July 10	1,225	2,295	Union recognition.	Return of workers.
TRANSPORTATION— <i>Water—</i> Canadian National Steam- ships, Montreal, Que.	Seafarers International Union of North America, AFL- CIO/CLC.	112 <sup>(3)</sup>	June 22	.....	1,515	1,710	Wages and other benefits.	.....

<b>TRADE—</b> C. H. Smith Co. Ltd., Windsor, Ont.	100	Apr. 4	July 4	480	11,200	Wages, conciliation procedures completed.	Increased wages and shared cost of medical plan.
<b>SERVICE—</b> City of Cornwall, Cornwall, Ont.	115	June 28	July 8	745	915	Wages, hours, holidays and fringe benefits.	10% retroactive increase and union check-off.
<b>Commencing in July 1957</b>							
<b>MANUFACTURING—</b> <i>Iron and Steel—</i> Canadian Laundry Machinery Co. Ltd., Toronto, Ont.	119	July 9	.....	2,020	2,020	Wage increase as recommended by majority report of conciliation board.	.....
John Inglis Co. Ltd., Toronto, Ont.	977	July 3	July 8	3,805	3,805	Interpretation of seniority clause in existing agreement.	Return of workers, pending grievance procedure.
<b>Electrical Apparatus and Supplies—</b> Canadian Westinghouse Co. Ltd., Hamilton, Ont.	250	July 8	July 10	250	250	Interpretation of seniority clause.	Return of workers.
<b>Chemicals—</b> Merck & Co. Ltd., Valleyfield, Que.	318	July 23	July 26	955	955	Wages	Cost of living clause in new two year contract abandoned; wages increased and progressive reduction in hours.
<b>CONSTRUCTION—</b> Various Construction Companies, Fredericton, Camp Gagetown, N.B.	900	July 2	July 29	18,000	18,000	Wages, hours and overtime.	Increased wages, 40 hour week and improved overtime payment.

(1) In this table the date began is that on which time lost first occurred, and the date of conclusion is the last day on which time was lost to an appreciable extent.

(2) 1,809 indirectly affected; (3) 9 indirectly affected.

\* Information received too late for inclusion in June report.

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## manpower and labour relations REVIEW

Economics and Research Branch, Department of Labour, Canada

### Current Manpower Situation

EMPLOYMENT fell less sharply during September this year than in the same month in the two preceding years. This may be due in part to a delayed harvest. The construction industry accounted for some of the strong demand for labour in non-farm industries, for many centres reported a rise in activity, primarily in the residential building sector. Another important factor was the steady employment expansion in trade and services.

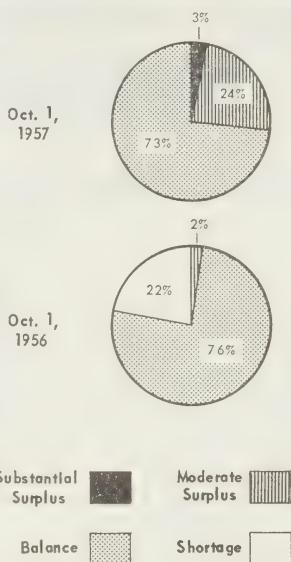
There is little apparent strength in forestry. Current reports indicate little improvement in lumbering, slow starts in pulpwood logging and reductions in pulpwood production plans for the coming season. In automobile and parts manufacturing, sporadic layoffs continued during the month although workers were being recalled in large numbers at the beginning of October in preparation for the production of new models. The primary iron and steel industry continued producing at less than capacity and layoffs were reported in textiles and various metal products industries.

Most harvesting operations were completed by the end of September with yields somewhat better than had been estimated earlier. The farm labour situation contrasted sharply with that of the last two years. Instead of continuous scarcity through most of the summer and extreme shortages during the harvest, farm labour was readily available through most of the season this year. The difference between this year and last was most noticeable in the Prairie Provinces, where all but two local markets were classified as being in labour shortage last year. This year, all areas in this region were classified in Group 3, which denotes an approximate balance of labour demand and supply.

Employment continued to be substantially higher than last year. In non-farm industries the increase amounted to more than 4 per cent and although there was some offsetting decline in agriculture the net gain was still more than 3 per cent. The increase in total employment over the year included more opposing movements than usual. Regional changes in non-farm employment ranged from plus 12 per cent in the Prairie Provinces to minus 4 per cent in the Atlantic Provinces; the latter is the only region to show a decline in non-farm employment for some time.

Forestry fell below last year's level at mid-year and in September was down about 21 per cent. Mining employment was also lower than a year

DISTRIBUTION OF PAID WORKERS IN THE  
FOUR LABOUR MARKET CATEGORIES



earlier, although certain parts of the industry, notably oil and natural gas, were substantially higher. In manufacturing, as mentioned above, automobile and parts, wood products, and some of the iron and steel products were down from last year but the continued expansion of chemicals, oil refining, aircraft and shipbuilding sustained the level of total manufacturing employment.

The increasing growth of the construction industry has been an important sustaining force this year. The year-to-year gain in September was estimated to be 8 per cent. One of the important factors has been the recent improvement in residential building. Housing starts in September, seasonally adjusted, were not quite as high as in August, but were substantially higher than in the early part of this year.

Although employment rose over the year, the increase in the labour force was greater. The high rate of labour force growth, which was particularly noticeable in the early part of the year,

appeared to slow down in July and August. In September, however, the labour force declined by only 83,000; the average decrease in September during the past four years has been 123,000, and was less than 100,000 only in 1954.

The number of persons without jobs and seeking work, as a percentage of the labour force, has almost doubled since a year ago. Unemployment increased in all regions and in virtually all local areas. In addition, reports indicate that in some industries overtime has been curtailed and in others a short week has been instituted. According to the labour force survey, 36,000 persons were on short time in September, compared with 22,000 a year earlier. Related statistics show that at mid-year, average weekly hours were lower than a year earlier in most manufacturing industries. In construction and mining, however, they were higher.

The effect of the increase in the labour force on local labour market areas is indicated in the accompanying chart, which gives a year-to-year comparison of the proportion of paid workers in each demand-supply category. At October 1, this year, 27 per cent of the total were in the surplus categories; last year at this time only 3 per cent were in these categories, while 22 per cent were in the shortage category.

## Forest Products Industries

The decline in domestic and export shipments of lumber has had a retarding influence on employment since the beginning of this year. More recently the market for pulp and paper products has also shown some

weakness. This latter development will have an important bearing on the employment situation this winter, because in many parts of the country pulp cutting and logging are a major source of income during the winter months for farmers, fishermen and other seasonal workers.

This year, for the first time since 1954, the consumption of pulp and paper products in the United States stopped rising. The United States obtains most of its newsprint from Canada and the export of newsprint and woodpulp to the United States accounts for a major part of output of these products in Canada. Consequently, Canadian production is very sensitive to changes in demand in the United States market.

The consumption of newsprint in the United States was 4 per cent lower than a year earlier in July and August, recovering to about the same level as a year earlier in September. Consumption for the first nine months was down by a little less than 1 per cent. Estimates of woodpulp consumption are not available but production and export figures indicate that the consumption of this product has also fallen off.

Total North American newsprint stocks were at an all-time high at the end of August and declined only slightly in September. These stocks include those held by consumers and mills in the United States and Canada, each of which was substantially higher than the 1956 figure for the same date. The total year-to-year increase at the end of September was 28 per cent.

These developments began to affect newsprint shipments from Canada soon after mid-year. In August, newsprint shipments to the United States were 10 per cent lower than last year and in September, 5 per cent. Offsetting gains occurred in shipments to other markets but total shipments in these two months were down 5 per cent. The export of woodpulp showed a marked decline in July.

Although Canadian newsprint production in the first nine months of 1957 was up from the same period last year, the output in recent months has been curtailed. In August it was 1.8 per cent lower than a year before and in September 5.3 per cent lower. Production, as a percentage of capacity, has been dropping steadily since March and by the end of September it was lower than at any time since the first half of 1946. Woodpulp production has been lower than last year since April.

Because of the continued expansion of newsprint productive capacity in the past few years, pulpwood cutting has increased substantially. The total amount cut and delivered in the first seven months of 1957 was 8 per cent greater than in the corresponding period last year. Signs of a possible decline appeared in July, when purchases from small operators showed a drop of 30 per cent from a year before. It was also evident in pulpwood inventories, which at the end of July were 16 per cent higher than a year earlier.

The slackening pulp and paper production is partially reflected in a recent levelling-off in employment in pulp and paper mills. Reports from employers and local offices of the National Employment Service also speak of extended holidays, reduced hours, and in rare cases the complete shutdown of mills. Quebec, New Brunswick and British Columbia are the principal areas affected.

The accompanying table, which refers to logging of all kinds but covers only firms with 15 or more employees, shows a year-to-year decline



PERCENTAGE CHANGES IN  
EMPLOYMENT  
1956 to 1957

	Forestry	Pulp and Paper Mills	Saw and Planing Mills
Feb. 1 .....	+1.0	+2.8	-5.0
March 1 .....	-1.0	+3.0	-5.3
April 1 .....	-2.1	+2.4	-5.6
May 1 .....	-6.9	+0.6	-4.8
June 1 .....	-1.7	+1.0	-4.7
July 1 .....	+2.0	-0.4	-4.7
Aug. 1 .....	-1.5	-1.6	-6.3

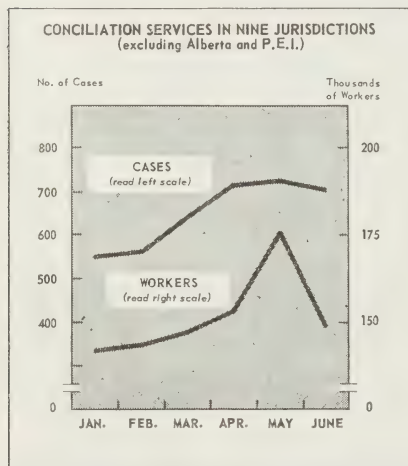
Source: Employment and Payrolls, DBS.

reductions in planned pulpwood cutting this winter and delays in the starting of operations this fall. This may explain the particularly sharp drop in forestry employment at present, when normally winter operations are getting under way.

A decline in lumber production has been evident for almost a year and is the result of lower sales in all of the main lumber markets. This industry is also sensitive to external fluctuations in demand, since close to one-third of total output is exported. The effect of the decline has been most marked in British Columbia. Lumber exports from this region to the United States were down almost 10 per cent in the first seven months of this year and the decrease in the United Kingdom market was even greater. Total production in British Columbia showed a decline of 11 per cent and sawmill production east of the Rockies showed a drop of 7 per cent. Stocks increased in all areas of Canada, somewhat more sharply in British Columbia than elsewhere.

The fall in logging employment, already mentioned, is a partial reflection of the decrease in lumber production. Sawmill employment, for example, was 6 per cent lower than a year earlier.

At the present time, there are few signs of immediate recovery in forestry or the forest products industries. Sawmill employment appears to have stabilized at about 4 to 6 per cent below last year. In the pulp and paper industry, the adjustment appears to be minor, caused by high production during the past year and probably a temporary slowdown in U.S. consumption. During this period of adjustment there is likely to be a sharp reduction in log production, which will probably affect both the numbers employed in the woods this coming winter and their period of employment.



Conciliation activity in Canada increased markedly between January and May, as shown by a new statistical series (see page 1152).

# Current Labour Statistics

(Latest available statistics as of October 10, 1957)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Sept. 21	6,048,000	- 1.4	+ 4.8
Total persons with jobs.....	Sept. 21	5,854,000	- 1.7	+ 3.1
At work 35 hours or more.....	Sept. 21	5,171,000	- 0.3	+ 0.1
At work less than 35 hours.....	Sept. 21	479,000	+34.2	+38.8
With jobs but not at work.....	Sept. 21	204,000	-50.7	+25.2
With jobs but on short time.....	Sept. 21	36,000	+12.5	+63.6
With jobs but laid off full week.....	Sept. 21	16,000	- 5.9	- 5.9
Persons without jobs and seeking work.....	Sept. 21	194,000	+11.5	+100.0
Persons with jobs in agriculture.....	Sept. 21	812,000	- 9.8	- 3.5
Persons with jobs in non-agriculture.....	Sept. 21	5,042,000	- 0.3	+ 4.3
Total paid workers.....	Sept. 21	4,624,000	- 0.5	+ 3.8
Registered for work, NES (b)				
Atlantic.....	Sept. 19	26,000	+ 1.2	+50.3
Quebec.....	Sept. 19	69,200	- 1.6	+58.4
Ontario.....	Sept. 19	106,600	+ 7.9	+59.3
Prairie.....	Sept. 19	24,300	- 0.8	+58.8
Pacific.....	Sept. 19	29,800	+ 1.0	+91.0
Total, all regions.....	Sept. 19	255,900	+ 2.9	+61.1
Claimants for Unemployment Insurance benefit.....	Sept. 1	208,708	+ 1.4	+57.8
Amount of benefit payments.....	August	\$13,033,311	- 5.6	+59.5
Industrial employment (1949 = 100).....	August 1	127.5	+ 0.7	+ 1.7
Manufacturing employment (1949 = 100).....	August 1	118.0	- 0.3	+ 0.1
Immigration.....	1st 6 mos.	182,416	—	+160.9 (c)
<i>Strikes and Lockouts</i>				
No. of days lost.....	September	153,490	—	+ 9.9 (c)
No. of workers involved.....	September	20,650	—	-14.8 (c)
No. of strikes.....	September	49	—	+ 5.3 (c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	August 1	\$68.38	+ 0.1	+ 5.6
Average hourly earnings (mfg.).....	August 1	\$1.60	- 0.4	+ 5.2
Average hours worked per week (mfg.).....	August 1	40.5	- 0.3	- 0.7
Average weekly earnings (mfg.).....	August 1	\$64.96	- 0.6	+ 4.5
Consumer price index (av. 1949 = 100).....	Sept. 1	123.3	+ 0.6	+ 3.6
Real weekly earnings (mfg. av. 1949 = 100).....	August 1	127.0	- 1.2	+ 1.4
Total labour income..... \$900,000	July	1,307	- 1.1	+ 6.9
<i>Industrial Production</i>				
Total (average 1935-39 = 100).....	July	282.4	- 4.9	- 1.1
Manufacturing.....	July	276.2	- 6.7	- 3.5
Durables.....	July	327.1	- 6.0	- 8.6
Non-Durables.....	July	243.7	- 7.3	+ 1.5

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, October *Labour Gazette*.

(b) See inside back cover, October *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

# Labour-Management Relations

## The Bargaining Scene

**T**WENTY-NINE major collective agreements, covering bargaining units of 1,000 or more employees, were under negotiation or scheduled to expire during the period September 1 to November 30. The bargaining status of these contracts at mid-September is indicated on the opposite page.

Highlighting this period were a settlement between the Aluminum Co. of Canada, Limited, and the United Steelworkers at Kitimat, and a settlement for 11,000 workers of Avro Aircraft Limited at Malton. The former settlement provides for a 40-hour week, with a 5-per-cent plus 8-cents-an-hour wage increase in a three-year contract. Also included in this contract is a provision for union participation in job evaluation. The Avro settlement is scheduled to last for one year and includes a 10- to 14-cents-an-hour wage increase with a three-week vacation after 10 years' service.

Last month's settlements included a contract between the National Union of Public Service Employees and the Hydro Electric Power Commission of Ontario. Details of this settlement are now available. They are: 3½-per-cent wage increase, 60-per-cent employer contribution to Blue Cross & PSI medical plans, and establishment of a union-management job evaluation committee.

Since May 1957 the number of agreements in negotiation or scheduled for termination has been steadily declining. May was the peak. Table 1 shows that by October the number of such agreements had dropped to half the figure for May, and the number of workers involved had declined to about one-third of the number involved in the peak period. Settlements reached each month have shown a similar decline and the number of workers covered by these has dropped to less than one-quarter of the May figure. From the information available, it appears that the number of agreements in negotiation or scheduled to expire in November will be about the same as in October.

**TABLE 1.—CONTRACTS SETTLED OR IN NEGOTIATION OR DUE FOR TERMINATION, 1957\***

—	In Negotiation, or Terminating	Number of Workers	Settlements	Number of Workers
May.....	59	189,500	17	70,900
June.....	50	137,500	8	14,800
July.....	47	131,900	13	51,300
August.....	38	90,100	5	9,800
September.....	34	80,500	12	36,400
October.....	29	55,600	6	14,600

\* Bargaining units covering 1,000 or more workers.

Table 2 shows the time lapse between expiry and settlement for contracts signed between January 1 and October 15, 1957. The ratios between the five time lapse categories have changed since May (L.G., June, p. 670). There has been a significant increase in the number of contracts taking between three and six months and in those taking more than six months and less than a year to settle. Some of this increase can no doubt be attributed to the large number of agreements expiring or under negotiation at the mid-year.



## THE BARGAINING SCENE OCTOBER 15, 1957

Bargaining Units of 1,000 or More Employees,

September 1 to November 30, 1957

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<b>In Negotiations and Terminating in Period:</b>	29 agreements, 55,600 workers
Bargaining carried over from August:	16 agreements, 34,800 workers
Terminating in period Sept. 1—Nov. 30:	13 agreements, 20,800 workers

<b>Settlements Achieved, Sept. 15—Oct. 15:</b>	6 agreements, 14,600 workers
--	------------------------------

### Major Terms of Settlements (preliminary information)

#### ● Wages and Duration—

4 agreements, covering 10,600 workers, are effective for one year.

2 agreements, covering 4,000 workers, are effective for three years.

4, covering 10,600 workers, provide increases ranging from 10 to 14 cents an hour.

1, covering 1,200 workers, provides an increase of 36 cents an hour spread over 3 years.

1, covering 2,800 workers, provides an increase of 5 per cent plus 8 cents an hour.

#### ● Vacations—

4 agreements, covering 10,600 workers, provide a third week's vacation after 10 years' service.

#### ● Union Security—

1 agreement, covering 1,200 workers, provides for a closed shop.

#### ● Overtime—

4 agreements, covering 10,000 workers, provide for double time for overtime.

<b>Negotiations Continuing at October 15:</b>	21 agreements, 37,600 workers
Bargaining in progress:	11 agreements, 19,300 workers
Conciliation in progress:	4 agreements, 8,900 workers
Post-conciliation:	1 agreement, 1,000 workers
Arbitration in progress:	3 agreements, 4,900 workers
Work stoppages:	2, involving 3,500 workers

<b>Other Agreements Terminating in Period:</b>	2 agreements, 3,400 workers
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**TABLE 2.—TIME LAPSE BETWEEN EXPIRY OF PREVIOUS AGREEMENT AND SETTLEMENT DATE OF NEW AGREEMENT FOR CONTRACTS SIGNED JAN. 1—OCT. 15 1957. \***

Time Lapse	Agreements
1 month and under.....	27
Over 1 month and under 3 months.....	27
3—6 months.....	20
Over 6 months and under 1 year.....	10
1 year and over.....	2
Total.....	86

\* Bargaining units of 1,000 and more employees.

than 90 per cent of the cases involved wage changes of from 5 to 15 cents an hour. Table 3 covers agreements of more than one year's duration.

**TABLE 3.—AMOUNT OF WAGE INCREASE IN AGREEMENTS OF MORE THAN ONE YEAR'S DURATION, JANUARY 1, 1957—JUNE 30, 1957\***

Amount in Cents Per Hour Subsequent Years	Amount in Cents per Hour First Year											
	1—4.9		5—9.9		10—14.9		15—19.9		20+		Totals	
	Agt.	Wkrs.	Agt.	Wkrs.	Agt.	Wkrs.	Agt.	Wkrs.	Agt.	Wkrs.	Agt.	Wkrs.
Nil.....	1	72	8	5,834	10	3,954	4	297	3	623	26	10,780
1— 4.9.....			11	6,812	4	2,806	2	1,812	1	48	18	11,478
5— 9.9.....	1	1,371	15	14,332	10	2,707	2	5,493	2	775	30	26,674
10—14.9.....					13	13,431	6	2,650	1	75	20	16,156
15—19.9.....					2	1,605	1	225	7	2,161	10	3,991
20+.....							3	2,542	1	163	4	2,705
Totals.....	2	1,443	34	26,978	39	24,503	18	13,019	15	5,841	108	71,784

\* Excluding seven non-comparable agreements covering 6,847 workers and two agreements covering 2,340 workers providing no increase for the first year.

## Conciliation Activity, First Half of 1957

Federal and provincial departments of labour have recently begun compiling statistics of conciliation activity on a uniform basis.

The object is to obtain two basic types of information: a month-to-month record of the volume of conciliation activity; and an annual analysis of the stage at which settlements are reached. The figures in the chart (p. 1148) and the table below show the workload of conciliation activity during the first six months of 1957. They give month-to-month totals of cases (and workers involved) being handled by conciliation officers, conciliation boards, and, in a very few instances, other types of formal conciliation such as inquiry commissions.

**TABLE 4.—NUMBER OF CASES BEING HANDLED BY CONCILIATION SERVICES IN NINE JURISDICTIONS (EXCLUDING ALBERTA AND P.E.I.)**

1957	Cases	Workers Involved
January.....	518	99,747
February.....	559	110,505
March.....	637	132,605
April.....	713	162,389
May.....	745	178,123
June.....	701	142,484

## Wage Changes

Wage changes included in the sample of agreements analyzed from those bargained in the first half of 1957 show a predominance of increases varying from 5 to 15 cents an hour. In total, 228 agreements covering more than 202,000 workers were included in the analysis. Of these, 86 agreements covering 119,000 workers were of one year's duration or less and in more

than 90 per cent of the cases involved wage changes of from 5 to 15 cents an hour. Table 3 covers agreements of more than one year's duration.

Since many of the cases extend over more than one month there is considerable duplication in the figures. It will be noted that conciliation activity was highest in May, when a third more cases involving four-fifths more workers were being dealt with than in January. In June there was a drop in the conciliation workload.

# Manpower Situation in Local Areas

## ATLANTIC

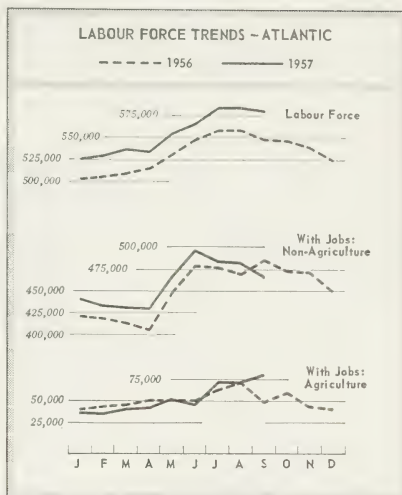
EMPLOYMENT declined in the Atlantic region during September after reaching a seasonal peak early in August. Potato pickers were in demand during the latter part of the month, resulting in a temporary increase in agricultural employment. More potato pickers were available than needed, however, because of reduced employment in non-farm activities. Total non-farm employment fell sharply during the month to a much lower level than last year at this time. At September 21, persons with jobs in non-agricultural industries were estimated at 466,000, a decline of 16,000 from the previous month and of 21,000 from the previous year. The decrease was more than seasonal and reflected

weaknesses in some of the main industries of the region. For example, several areas reported further cut-backs in forestry production and employment; and construction, which changed little during the month, was considerably lower than last year.

Industrial employment held up fairly well during the first half of 1957 but has dropped sharply during the last three months. The number of persons with non-farm jobs declined by 31,000 during the third quarter of the year, compared with an average increase of 6,000 during the same quarter in the preceding four years. Much of the decline can be attributed to reduced employment in construction and forestry.

In New Brunswick, forestry employment has shown a steady year-to-year decline since the beginning of 1957. The decrease occurred in sawmilling, lumbering and pulpwood cutting. Little recovery is expected in the next few months as a number of pulpwood and lumber producers announced substantial reductions in cutting this winter. The reduced cut will undoubtedly result in a need for fewer workers. It is also expected to shorten the cutting season. Any reduction in the demand for forestry products is likely to have fairly widespread effects on the economy of this province because shipping, road construction and stevedoring are largely dependent on a steady movement of this type of cargo. Logging is also a source of income to a considerable number of New Brunswick farmers who usually cut pulpwood and lumber on their own bush lots.

In Newfoundland, forestry employment has been rather more stable than in New Brunswick. Nevertheless, a year-to-year decrease was recorded in September. After lagging behind last year in the early part of 1957 there was a recovery in April, which was maintained until August. During the





# CLASSIFICATION OF LABOUR MARKET AREAS—OCTOBER 1, 1957

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Windsor	Hamilton Vancouver-New Westminster	Calgary Edmonton Montreal Ottawa-Hull → QUEBEC-LEVIS St. John's Toronto Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricul- tural activity)	Oshawa	Brantford FARNHAM-GRANBY ← JOLIETTE ← Lac St. Jean Moncton New Glasgow NIAGARA PENINSULA ← Peterborough Rouyn-Val d'Or Saint John Shawinigan Falls Sherbrooke Trois Rivières	Corner Brook → CORNWALL Fort William- Port Arthur Guelph Halifax Kingston Kitchener London Sarnia Sudbury Sydney Timmins-Kirkland Lake Victoria	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agricultural activity)		Chatham Thetford-Megantic- St. Georges	Barrie Brandon Charlottetown Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Rivière du Loup Saskatoon Yorkton	
MINOR AREAS (labour force 10,000-25,000)		Bathurst Central Vancouver Island Campbellton DRUMMONDVILLE ← GALT ← Gaspé Lindsay Newcastle NORTH BAY ← OWEN SOUND ← Rimouski St. Stephen Victoriaville	Beauharnois Belleville-Trenton Bracebridge Brampton Bridgewater Chilliwack Cranbrook Dauphin Dawson Creek Drumheller Edmundston Fredericton Goderich Grand Falls Kamloops Kentville Lachute-St. Thérèse Listowel Medicine Hat → MONTMAGNY Okanagan Valley Pembroke Portage la Prairie Prince George Prince Rupert Quebec North Shore Sault Ste. Marie Simcoe Ste. Agathe-St. Jérôme St. Hyacinthe Sorel St. Jean St. Thomas Stratford Summerside Swift Current Trail-Nelson Truro Valleyfield Walkerton Weyburn Woodstock-Ingersoll Woodstock, N.B. Yarmouth	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

last two months, however, two large companies announced cut-backs in woods operations, halting the rise in employment that usually occurs at this time of year. Bowater's Pulp and Paper Mills Limited announced reduced cuts for the export market as well as for the mills. As a result, sizeable layoffs occurred in some of the logging camps in September. A 30-per-cent reduction in this year's pulp cutting was announced by the Anglo-Newfoundland Development company but no layoffs were reported during the month. Weaknesses in the forestry industry in this province stemmed largely from the fact that the mills have huge reserves of rough pulp which have been accumulating steadily in recent years.

A slow seasonal pick-up in construction activity in the region resulted in a large surplus of construction workers during most of the summer. At the end of September, the number of skilled and semi-skilled construction workers registered at the NES offices was about 64 per cent higher than a year earlier. All four provinces recorded year-to-year employment declines in construction in August but by far the sharpest drop occurred in New Brunswick. Decreases in building and general engineering accounted for the decline in this province, more than offsetting an increase in road and highway construction. For the region as a whole, construction employment has been well below last year since the beginning of 1957 and there was no evidence of reversal of the trend in September.

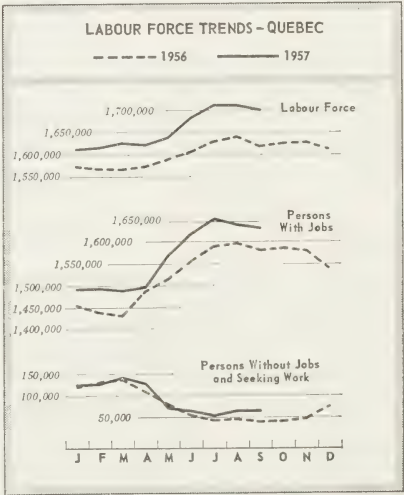
Unemployment showed a sizeable increase during the month, but the gain was distributed throughout the region, so that there was no change in the area classification. At October 1, the 21 areas in the region were classified as follows (last year's figures in brackets) : in moderate surplus, 7 (0) ; in balance, 14 (20).

### Local Area Developments

**St. John's** (metropolitan). Remained in Group 3. Unemployment increased slightly during the month as a result of layoffs in logging.

### QUEBEC

ACTIVITY in the non-farm industries in the Quebec region rose seasonally during September and in agriculture it decreased less sharply than usual. As a result, the decline in employment was smaller than the corresponding decline last year. But unemployment continued to be substantially higher than a year before because of a much expanded labour force. At September 21, persons with jobs were estimated at 1,636,000, some 7,000 fewer than a month before but some 53,000 more than last year. The number of persons without jobs and seeking work remained steady at an estimated 64,000, which represented 3.8 per cent of the labour force, compared with 2.5 per cent in September 1956.



The grain and potato crops were good but despite the high level of hiring for the harvest, farm labour was in surplus in the region. Employment rose in construction, forestry and manufacturing. However, the upswing was less than seasonal in construction and forestry, and certain industries in manufacturing were experiencing difficulties. Registrations of construction workers at NES offices rose during the month whereas in the corresponding period last year they were still declining. Residential construction strengthened during the month but remained weaker than last year. Activity in industrial and commercial construction continued at a high level during the month. Employment rose in forestry as winter cutting began but, because of a decline in the demand for lumber and pulpwood, logging camps were opening later than a year ago, were employing fewer men, and were planning to cut sharply reduced quotas. Reports indicate that 20 per cent fewer pulpwood loggers were working in the region than a year ago and that operations may end earlier this year than last. Activity continued to be brisk in non-metallic mineral mining (asbestos, stone, clay, sand and peat) but several layoffs occurred in copper, zinc and titanium mines during the month; at Val d'Or a zinc mine closed, laying off 360 men.

Employment rose seasonally in the manufacture of clothing and leather products. However, many primary textile plants were on short time. Short time also prevailed, and some layoffs occurred, in a number of pulp and paper mills, while operations in the manufacture of wood products (sawn lumber, doors and sashes) continued at a lower level than a year ago.

At October 1, the 24 areas in the region were classified as follows (last year's figures in brackets): in moderate surplus, 12 (0); in balance, 12 (24).

### Local Area Developments

**Montreal** (metropolitan). Remained in Group 3. Activity in the port was lower than last year owing to a decrease in grain movements. Registrations of secondary textile workers declined as clothing factories began working at capacity. Skilled sewing machine operators were in shortage. Employment in the manufacture of transportation equipment and iron and steel products continued to be very high although there was evidence of some levelling-off in the production of structural steel.

**Quebec-Levis** (metropolitan). Reclassified from Group 2 to Group 3. NES registrations declined by some 10 per cent during the month. Employment rose in the manufacture of clothing and electrical appliances and in the shipyards. Construction activity, both residential and industrial, increased during the month; shortages of skilled labour were registered.

**Farnham-Granby** and **Joliette** (major industrial). Reclassified from Group 3 to Group 2. The reclassification of Farnham-Granby was due entirely to layoffs in plants manufacturing rubber products. The layoff at the largest of the plants affected, however, was expected to be of short duration. In Joliette, employment in construction declined during the month and there was some temporary dislocation of manpower owing to the installation of new machinery at an iron and steel plant.

**Drummondville** (minor). Reclassified from Group 3 to Group 2.

**Montmagny** (minor). Reclassified from Group 2 to Group 3.

## ONTARIO

EMPLOYMENT in Ontario showed the usual seasonal decline during September, mainly as a result of the withdrawal of students and other summer workers from the labour force. Persons with jobs at September 21 were estimated at 2,125,000, a decrease of 68,000 from the previous month but an increase of 49,000 from previous year. The number of persons without jobs and seeking work was 38,000 higher than a year earlier.

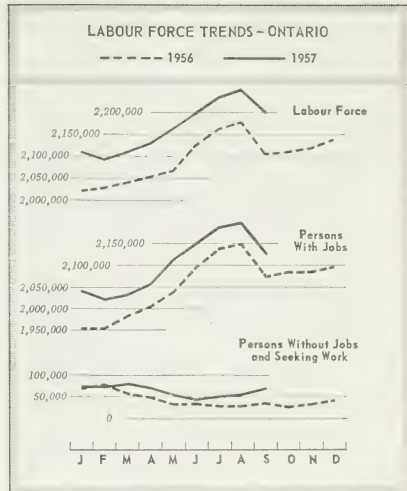
Completion of most harvesting operations resulted in a considerable reduction in agricultural employment and accounted for more than two-thirds of the total decline. Employment in forestry, which had been higher than last year during the second quarter of 1957,

declined during September as it did in other regions. The manufacturing industries as a whole underwent little change, declines in some being counter-balanced by increases in others. The automobile and parts industries were still in the process of changing over to 1958 models and continued at a low level of production and employment, although some plants had begun recalling workers in preparation for the new production season. Slackness continued in the production of primary iron and steel and heavy industrial machinery and equipment but the production of structural steel showed no signs of a letup. The wood products and appliance industries remained generally quiet, except for furniture manufacturing, which showed a noteworthy improvement. The radio and television industry, which had been operating at a low level during most of the year, began its new production schedule and textile production also rose seasonally. Activity in residential construction increased for the second consecutive month but was not sufficient to offset the effect of a simultaneous decline in non-residential construction.

During September, five of the 34 areas in the region were reclassified, one from moderate surplus to the balance category and four from balance to moderate surplus. At October 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 2 (0); in moderate surplus, 9 (2); in balance, 23 (25); in shortage, 0 (7).

### Local Area Developments

**Metropolitan Areas:** *Hamilton*—Remained in Group 2. After considerable cutbacks in employment and prolonged holiday periods, the levelling-off process was considered completed and some improvement was already noticeable. Small layoffs and two labour disputes reduced employment in the primary iron and steel industry. Employment in textiles and electrical apparatus and supplies improved seasonally and a number of large construction projects promise steady employment in construction in the months to come. *Ottawa-Hull*—Remained in Group 3. In Ottawa, the demand for





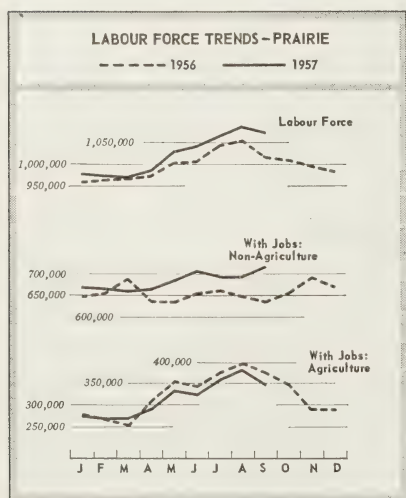
labour in almost all occupations increased considerably during the month, partly because of vacancies created by students returning to school, and partly because of increased construction activity. Shortages of certain types of clerical, sales and service personnel continued. The employment situation in Hull was less favourable. The closing-down of a textile factory, which is moving to Toronto, and reduced output of wood and paper products resulted in a number of layoffs. Fewer workers than usual were hired for pulpwood cutting. *Toronto*—Remained in Group 3. Activity in the textile and radio and television industries increased seasonally. The wood products industry remained quiet. Reduced activity in parts of the iron and steel industry resulted in some layoffs but the meat packing and food processing industries continued operating at a high level. A labour dispute involving plumbers, steamfitters and carpenters affected employment in construction. *Windsor*—Remained in Group 1. The employment situation showed little improvement. A limited number of automobile workers were recalled but automobile production remained low. Employment in the construction industry showed a slight improvement. The demand for farm labour this year was lower than anticipated.

**Cornwall** (major industrial). Reclassified from Group 2 to Group 3. A drop in the labour force following the departure of transient workers and a high level of activity on the St. Lawrence Seaway resulted in the reclassification of the area.

**Niagara Peninsula** (major industrial). Reclassified from Group 3 to Group 2. A decline in agricultural employment as fruit-harvesting neared completion and a seasonal decline in the tourist trade were mainly responsible for the reclassification. Reduced grain shipments resulted in some layoffs but most manufacturing industries continued active.

**Galt, North Bay and Owen Sound** (minor). Reclassified from Group 3 to Group 2.

## PRAIRIE



PRODUCTION and employment continued high in the Prairie region during September. Apart from the usual seasonal reductions in employment following the completion of grain harvesting and the withdrawal from the labour force of students and other short-term workers, no significant staff reductions occurred during the month. At September 21, persons with jobs were estimated at 1,061,000, a decline of 9,000 from the previous month but an increase of 47,000 from a year before. The number of job seekers was slightly greater than a year ago.

The over-all employment situation showed strength during the month as activity in most of the non-farm indus-

tries either held firm or increased. Construction work increased sharply, resulting in heavy demands for almost all types of skilled tradesmen. At the same time, manufacturing employment showed some improvement and the increasing volume of trade was expected to take up most of the available supplies of sales and clerical help. Total non-farm employment increased by 23,000 in a month when it usually declines. Farm employment fell by about the usual amount during the month. On the whole, labour supply and demand were in much better balance in this region than in other parts of the country; registrations at NES offices in the Prairies represented 3.5 per cent of the paid workers in the region compared with 5.4 per cent for Canada as a whole.

Unemployment was about the same as last year in most local areas but labour requirements this year were met with much greater ease. As a result, all of the 20 areas in the region were in the balanced category at October 1. At the same date last year 18 areas were in the shortage category and 2 were in balance.

### Local Area Developments

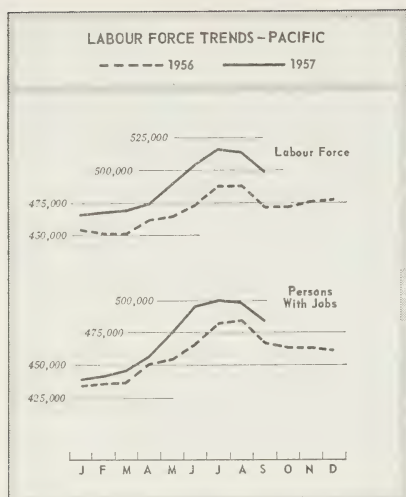
**Calgary** (metropolitan). Remained in Group 3. The employment situation changed very little in this area during September. Employment continued higher than last year but unemployment was also higher, owing to an increase in the labour force. Demands for harvest workers were being met with greater ease than last year, partly because of slow progress in harvesting but also because of a reduced grain yield. The construction industry was busier during the month than at any time this year, mainly because of further improvement in the residential sector. Substantially more bricklayers were available than needed but most other types of construction tradesmen were in strong demand.

**Edmonton** (metropolitan). Remained in Group 3. Unemployment continued to decline in this area as seasonal activities showed further expansion. Construction workers were in strong demand during September, though total employment in the industry remained well below last year. On the whole, non-farm employment was slightly higher than last year as increases in manufacturing and trade more than offset the decline in construction.

**Winnipeg** (metropolitan). Remained in Group 3. The construction industry recorded the greatest improvement of the season during September, accounting for a further decline in unemployment. Manufacturing employment changed very little from a month earlier and compared favourably with last year.

### PACIFIC

EMPLOYMENT in the Pacific region continued to decline from a seasonal peak reached early in August, about five weeks earlier than last year. The number of persons with jobs at September 21 was 484,000, about 17,000 higher than a year before. Unemployment varied little from the August level but continued to be much higher than in September 1956. The principal reasons for the year-to-year rise in unemployment are the decline of both domestic and foreign demand for lumber, decreased mining activity, and the substantial growth in the labour force.



Manufacturing employment changed little during the month and was about the same as a year earlier, restricted mainly by reduced activity in the lumber industry. On the other hand, there were important increases in employment over last year in the pulp and paper, shipbuilding, and non-ferrous metal products industries. Construction employment continued to be higher than last year, although many construction workers were idle because of the lower level of house building. Mining employment remained considerably lower than a year ago. Agricultural labour requirements were heavy, as in 1956, but were easily met this year. In general there were significant surpluses of most

types of labour and few occupational shortages, in marked contrast to September 1956, when the reverse was true.

No changes occurred in labour market classifications during the month. At October 1, classification of the ten labour market areas in the region was as follows (last year's figures in brackets): in moderate surplus, 2 (0); in balance, 8 (8); in shortage, 0 (2).

### Local Area Developments

**Vancouver-New Westminster** (metropolitan). Remained in Group 2. Last year this area was in Group 3. Employment was higher than in September 1956 but the increase fell far short of the increase in the labour force. The logging industry reduced production and crews because of decreased demand and high log inventories, whereas in September 1956 workers were being hired to increase production. In manufacturing, sawmills operated at about the same production level as in August, well below that of last year. Steady production, however, is expected for the remainder of 1957. A high level of employment continued in the shipyards. There was a good volume of industrial and commercial construction work but residential construction was considerably lower than last year, with the result that the number of unemployed construction workers increased. Mining production was steady but there was little demand for labour. In agriculture, labour requirements were light and the supply ample.

**Victoria** (major industrial). Remained in Group 3, the same classification as last year. There was little change from August in either the employment or the unemployment level. The logging industry operated steadily, with labour supply and demand in balance. In manufacturing, sawmill employment was still well below that of last year, as depressed lumber markets kept hirings at a low level. Machine shops, too, were less active than in 1956. However, the cement industry was busier than usual and the shipbuilding and sheet metal industries showed continued strength, with some shortages of skilled shipyard workers occurring. There was some improvement in residential construction during the month and, with the exception of carpenters, there were few unemployed construction tradesmen.



## NOTES OF CURRENT INTEREST

### ***Stress Job-Finding, Not Insurance, Minister Tells UIC***

Hon. Michael Starr, Minister of Labour, has issued instructions to shift the emphasis in the Unemployment Insurance Commission-National Employment Service from the insurance side to the employment side. He announced this action in an address last month to the annual convention in Toronto of the International Stereotypers' and Electrotypers' Union of North America.

"From now on, the full capacity of the Employment Service must be used in finding people jobs," he explained. "If necessary, the Employment Service must be expanded and rendered more efficient in carrying out this essential function."

The insurance side should be regarded as an emergency or alternative measure to be used only when every effort has been exhausted in finding suitable employment, he added.

Mr. Starr commented that he had a personal conviction that "nine out of ten Canadians would rather work at a decent and reasonable paying job than sit at home and collect a few dollars a week in unemployment insurance".

It was planned, he stressed, "to make the National Employment Service an efficient job-finding agency whose function will be to bring the right worker in touch with the right employer".

Maintaining employment at a high level was one of the issues to be faced within the next few months, Mr. Starr said. Several factors, he said, had tended to place more people in the labour market. He cited the record 175,000 immigrants that had entered Canada in the first six months of the year.

"Another serious factor was the so-called tight money policy implemented by the former government." This policy, Mr. Starr said, had a number of positive effects upon the economy: first, a slowdown in construction of new housing affecting not only the basic construction industry, but those industries depending on construction.

"Thus, a basic part of our economy was affected to the point where a substantial number of people found themselves laid off. This added to the total of those suddenly thrown on the labour market," he said.

Two measures have been taken to combat the situation thus created, Mr. Starr

said. Immigration has been curtailed and controlled until economic activity resumes to the point where immigrants can be absorbed. And financial support amounting to \$150,000,000 has been made available for low-cost housing.

The holdup on immigration is a temporary measure, the Minister said, that will be readjusted as soon as conditions warrant, which he anticipated would be sometime next spring.

The construction made possible by the new mortgage funds, he noted, will begin this fall and carry over into winter, at a time when employment in Canada is at its lowest.

The Minister then mentioned the Department's support of the winter work campaign, which, he said, "has been very effective in getting people to think in terms of carrying out construction and renovation programs in winter".

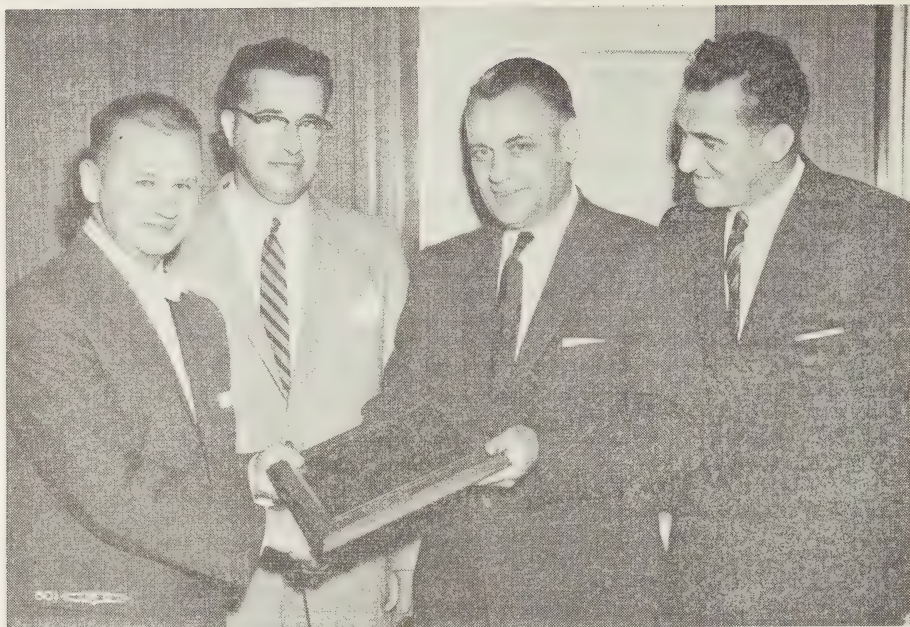
Expanding on his remarks relating to plans to make the NES an efficient job-finding agency, Mr. Starr pointed out that education was one of the big factors in getting the right job for the right man or woman. This was the reason for the Department's interest in promoting vocational education, in conjunction with the provinces.

Government expenditures on vocational training have risen to \$41,500,000 in 1956 from only \$29,500,000 in 1951, an increase of \$12,000,000 in only six years, he reported. In 1957, approximately 37,000 students were enrolled in industrial and technical courses in Canada and, in addition, more than 47,000 were enrolled in evening classes and more than 30,500 in trade schools.

Earlier in his address, the Minister recalled his invitation to labour and management organizations to send him their views on the amendment of the Industrial Relations and Disputes Investigation Act (L.G., Sept., p. 1045). The response from labour organizations, he said, has been most co-operative.

"I gather that they are prepared to lend their aid to the best of their capacity to see to it that measures are incorporated that will prove of benefit to the working people of this country."





—Windsor Daily Star

Presentation of "Ukrainian of the Year" award to Hon. Michael Starr, Minister of Labour. Making the presentation on behalf of the Ukrainian Professional Society is Eugene Woloshyn, Society President (left). Standing on either side of Mr. Starr are (left) Chester Manasterski, Alquippa, Pa., an officer of the Society, and (right) Dr. Anthony Wachna of Windsor, Ont., a Vice-president of the Society.

## **Ukrainians Name Minister "Man of Year" in America**

Hon. Michael Starr, Minister of Labour, was last month named "Ukrainian of the Year for North America". Mr. Starr is Canada's first Cabinet minister of Ukrainian extraction.

A bronze plaque to mark the honour conferred on the Labour Minister was presented by the Ukrainian Professional Society at the close of its convention in Detroit.

The inscription on the plaque reads: "For service, leadership and high achievement in public office."

The award to Mr. Starr was the second to be made by the Society.

Society President Eugene Woloshyn, who made the presentation, explained that conferring of the award is based on the recipient's "past or present achievements where outstanding leadership, initiative attainment, service and contribution has been shown.

"The judging committee asks two questions: Did the person's achievements cause an enrichment of our democratic way of life? Did they promote the cause of freedom?

"In Mr. Starr's case," Mr. Woloshyn said, "both questions can be answered with an emphatic 'yes!'"

## **Collective Bargaining Now Accepted Way—Minister**

During the last few years collective bargaining has, "almost overnight as it appears," become the accepted way of setting wages and working conditions in most of the larger industrial establishments in Canada, Hon. Michael Starr, Minister of Labour, told a seminar in Toronto last month sponsored by the International Confederation of Free Trade Unions.

"And," he added, "the Canadian Labour Congress has become a voice that is listened to with respect at the nation's capital and in the capitals of the provinces as well."

Some important results of this rapid development, the Minister said, are: (1) hundreds of thousands of workers who formerly had little if any influence in deciding their conditions of employment now have a strong voice in these matters through their union, and (2) these workers know that representations are being made

on their behalf, through the union movement, to governments, urging progressive social legislation and the adoption of economic policies designed to encourage and maintain high employment.

A key factor in the situation, Mr. Starr then said, was the response of Canadian employers to collective bargaining. "With occasional exceptions, employers by and large have accepted their obligations in a constructive spirit."

### **Relations Improving**

Industrial relations in Canada have been improving in recent years, he thought, and Canadian procedures have, by and large, been successful. He commented on the ILO's choice of Canada to organize a discussion, at this year's conference, on the role of government in labour-management relations (L.G., Aug., p. 965).

"Whatever their strengths and weaknesses, Canadian unions in postwar years have benefited under our industrial relations system," the Minister continued. "They have made economic gains for their members, have encouraged them to co-operate with management in making possible greater production and thus even greater prosperity, and have helped them gain in security and in self-reliance.

"The emphasis on material gains has been important, but the other gains, designed to fortify the worker against arbitrary or unfair action and against economic ill winds, and to give him a constructive part to play in industry, have been a contribution towards fundamental human dignity."

Unions had to engage in considerable struggle to achieve their present status in Canadian life; but they still have to be on their toes to meet the new and varying challenges of modern industrial life, Mr. Starr warned.

He could think of few things more conducive to the achievement of greater freedom and better living standards for the peoples of the world than free, strong, democratic trade union movements firmly established in all the countries of the world.

"This, of course, is the declared objective of the ICFTU" and while "we in government will continue to do all we can through inter-governmental action, I sometimes think that yours is the greater opportunity," the Minister said.

## **Govt. Will Halt Use of Judges as Conciliators**

The federal Government does not approve of the practice of using judges for work that is outside their regular judicial duties, Justice Minister Davie Fulton has indicated.

Among these non-judicial duties are services performed by the judges as members of both federal and provincial labour arbitration and conciliation boards.

The Justice Minister has indicated to provincial attorneys-general that no further appointments of that nature should be made, and that the federal Government intends to end the practice.

No direct order has been issued on the matter. However, the Minister said that "we are looking into the situation to see whether anything of a definite nature should be done about it".

Mr. Fulton noted that judges should not be used in extra-judicial duties. "Our view is that the Judges Act makes this quite clear."

## **Issue New Regulations For Granting NHA Loans**

Details of the requirements that must be met to qualify for housing loans from the \$150,000,000 made available by the Government in August (L.G., Sept., p. 1048) were announced last month by Central Mortgage and Housing Corporation.

The announcement made it clear that loans will not be available for houses that include luxury features.

The regulations will permit loans for two-bedroom houses with up to 950 square feet of floor area; three-bedroom bungalows with up to 1,050 square feet; three-bedroom, one-and-a-half storey up to 1,100 square feet; three-bedroom, two-storey houses up to 1,150 square feet; and four-bedroom houses up to 1,300 square feet regardless of type.

### **Rental Housing**

Row housing and other types of unserviced rental housing may be financed from the fund established by the Government but rents will be determined on the average bedroom count. A building with an equal number of one- and two-bedroom units will have rents pegged at an average of \$80 a month. If the units are in an apartment building, an additional rent of \$15 a month may be charged to cover services.

Indicating that the Government's program is being used for low-cost housing, as intended, it was announced in mid-September that the first 272 loans approved were for an average of slightly more than \$9,000.

## **First Bulletin Issued on Professional Manpower**

Trends in Canadian professional manpower supplies and requirements are surveyed in Professional Manpower Bulletin No. 1, soon to be issued by the Economics and Research Branch of the Department of Labour.

Some of the findings disclosed in the bulletin are as follows:

—In the past 25 years, the number of professional workers in Canada increased twice as rapidly as the total labour force; the number of engineers increased four times as rapidly.

—Industry is by far the major employer of engineers in Canada. Scientists are employed in roughly equal numbers in industry, educational institutions and governments.

—Approximately 25 per cent of the engineers in Canada are doing administrative work; another 32 per cent are in designing and research jobs. Almost half the scientists are doing research work and about 20 per cent are teaching.

—From 1946 to 1950, Canada lost more professional workers through emigration than it gained through immigration. From 1951 on this trend was reversed and by 1953-54, net immigration of professionals had reached a peak of 5,000 annually. The average annual gain from 1956 to 1965 is expected to be slightly below this figure.

—New supplies of professional workers from university graduations and immigration, after rising sharply between 1946 and 1950, have changed only slightly in the past five years. During 1956-1965, prospective supplies are expected to be substantially increased by a rise in university graduations.

—Annual graduations in engineering increased about 30 per cent between 1946 and 1955 and are expected to increase more than 100 per cent between 1956 and 1965.

—Approximate net immigration of engineers fluctuated widely from 1951 to 1954, reaching a peak of 1,400 in 1953. During 1956-1965, net immigration is expected to play a diminishing role as a source of engineers.

—The supply of engineers from university graduations and net immigration combined was decreasing from 1951 to 1955. Increasing graduations are expected to reverse this trend and to almost double the supply by 1965.

—During 1956, 1957 and 1958, employers of engineers and scientists expect net requirements for such workers to increase at an average annual rate of about 11 and 10 per cent respectively.

—Most employers of professionals in Canada experienced difficulties in recruiting qualified professional workers in 1954 and 1955.

—In engineering, the greatest recruitment difficulties in 1954 and 1955 were in the mechanical, mining, electrical and mechanical fields. In the science fields, employers of physicists and mathematicians had the greatest difficulties.

—Shortages of professional workers have resulted in curtailment of production and of development and research activities for many employers in Canada.

Some chapter headings in the bulletin, *Trends in Manpower Supplies and Requirements*, are:

Growth in the Number of Professional Workers in the Canadian Labour Force;

Employment of Engineers and Scientists;

Supply of Professional Workers;

Supply of Engineers.

## **Immigrants Form Almost 9% of Technical Register**

Immigrants occupying professional positions account for slightly less than 9 per cent of the total registrations in the Canadian Scientific and Technical Personnel Register maintained by the Department's Economics & Research Branch.

This is one of the several facts contained in Professional Manpower Bulletin No. 2, titled, *Immigrants in Scientific and Technical Professions in Canada*, soon to be issued.

Some matters discussed in the bulletin are immigrants as percentage of professions; country or continent of birth; academic level of immigrants; employers of immigrants; geographical distribution.

## **Book Illustrates Support Of "Do It Now" Campaign**

A brochure illustrating the extent and type of support given to the Department's past three winter work campaigns has been issued by the Information Branch.

"In past years, the greatest support of the local campaigns has come from within the communities themselves," an introduction in the booklet states. "While there is no complete record of the local publicity developed, the known volume last winter was remarkable and of the kind that could be produced only by enthusiastic support of the basic principles behind the campaign."

"It is difficult, if not impossible, to assess fully the results of previous campaigns from a national point of view; but reports indicate that wherever local campaigns have



been vigorously pursued, they have been effective in increasing employment and economic activity generally."

The brochure reproduces samples of the approximately 30 pages of newspaper editorials in support of last winter's campaign; of the proclamations by municipal governments; of the 150 pages of news stories boosting the campaign; of the more than 400 pages of advertising sponsored by individual employers, building supply firms and contractors, and labour organizations; and of the outdoor billboards, theatre marquees and store window displays supporting the "Do It Now" campaign.

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### **Motor Vehicle Repair Trade Analysis Issued**

The booklet, *An Analysis of the Motor Vehicle Repair Trade*, prepared by a national committee appointed by the federal Department of Labour, is now available from the Queen's Printer, Ottawa, at a cost of 50 cents per copy.

In compiling the analysis the committee has endeavoured to include all operations of the trade that are considered essential in each and every province.

The analysis is of such a nature that officials in each province would agree that the operations and knowledge it contains are complete as the basis for training competent automobile mechanics.

Other trades that have been covered by an analysis to date are: machine shop, carpentering, sheet metal, plastering, brick-laying.

A booklet covering the plumbing trade is in the process of being edited and will be in print and available for public distribution shortly.

A committee of experts in the field was set up on September 30, and is working on the compilation of an analysis of the electrical trade.

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### **Fund Proposed to Fight U.S. Job Discrimination**

A fund that would be used to widen the job opportunities for all through the elimination of discriminatory barriers in hiring, promotions and upgrading has been proposed in the United States.

The National Urban League is preparing to open a campaign for \$1,000,000, the League President, Theodore W. Kheel, told the organization's annual conference last month.

He said the League planned to work in close co-operation with Industry and Labour in pursuing this objective and also

in developing persons with skills and know-how to fill the new types of jobs in an age of automation.

Enlightened managements, he said, have found that they can have good industrial relations only if they carefully avoid unequal treatment of employees. Similarly, he went on, seniority has always been a sacred doctrine for Labour since seniority is "nothing more than an objective way of avoiding discrimination".

Mr. Kheel cited as an example of a recent forward step by the League the fair employment practices agreement with the United Auto Workers, under the terms of which the union entrusted to the League the responsibility for processing complaints of discrimination against its locals (L.G., Aug., p. 934). He said many other unions were about to sign similar agreements.

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### **U.S. Magazine Surveys Hiring Age Restrictions**

Ninety-four of the 154 United States companies that replied to a questionnaire on age restrictions in hiring practices reported placing age ceilings on certain job classifications. The remaining 60 reported that they disregarded age as an employment consideration.

The questionnaire was distributed by *American Business* and an analysis of the replies is published as the magazine's "Survey of the Month" in the September issue.

But even though the majority of the companies replying to the survey set age limits on jobs, the ceilings often ranged as high as 65 years, the magazine reported.

Two tables accompanying the article deal with age restrictions in hiring men and with age restrictions in hiring women.

Also published in the four-page special section of the magazine are sample replies from company officials, grouped under three headings: reasons for having age restrictions of 35 or younger, reasons given for not having age restrictions, and comments of employers on age restrictions.

Other matters surveyed at the same time included company policy in hiring working mothers. It was found that 122 companies of those replying do hire working mothers but that many of them have reservations. The main concern is that small children will be cared for while the mother works.

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### **Accident Claims**

Accident claims received by the Government Employees Compensation Branch during August numbered 1,424, compared with 1,434 in July and 1,459 in August 1956.



## **Never Was Shortage of Engineers, Writer Says**

"There is no concrete evidence that in the engineering field the demand has ever been greater than the supply," says Douglas G. Dainton in an article in the September *The Monetary Times*, entitled, "Is The 'Engineer-Shortage' Only a Myth?".

"Whilst there has been a demand for certain categories of engineers that could not be immediately satisfied," he continues, "at no time since the war has a shortage seriously affected industrial production."

### **Two Difficulties**

However, he mentions two difficulties that confront those who are, in one way or another, responsible for the engineering profession. These difficulties are: the need for good teachers in the academic subjects of engineering—mathematics and science; and a tendency, now fortunately on the decline, for some sections of industry to mis-employ professional engineers.

On the need for teachers, the article says that "unless there are good teachers in schools there can be no high standard of scholastic results".

Regarding the "mis-employment" of professional engineers, the writer says that he means by this the putting of highly qualified men to doing "a lot of secondary work—keeping records and other clerical jobs—that could as easily be done (and to the advantage of the professional) by less skilled personnel".

The article quotes a member of the Professional Engineers' Association as saying that technicians are needed quite as much as, if not more than, engineers with degrees. A spokesman for "one of Ontario's largest engineering concerns" is also quoted as saying that what is needed is an "apprenticeship" system to fill the gap in technicians who can help engineers by doing sub-professional tasks.

## **Reduce Skill Shortage by Training, Mitchell Advises**

If Industry spent half the money on manpower management and training that it now spends on pirating of workers, shortages of certain skills would be much less acute, United States Secretary of Labor James P. Mitchell told the Commerce and Industry Association in New York last month.

U.S. Industry was also taken severely to task last month by one of the country's leading educators for not paying the full price for the talent they expect the universities to produce.

Mr. Mitchell urged employers to plan for future manpower needs. He said that a change in the work force is coming that will make it necessary to give greater attention to encouraging youngsters to stay in school, and to seeing that schools are properly staffed.

### **Planning Required**

While population growth will provide the 10 million additional workers that will be needed in the United States by 1965, finding workers with the specialized skills will require planning, the U.S. Secretary of Labor said.

The President of the University of Rochester, Dr. C. W. De Kiewiet, told business leaders that higher education was not a charitable institution but an indispensable agency that must be given support to do its job. Industry was paying only part of the price of the products of universities, he said.

## **Old Age Assistance Recipients Decrease**

The number of persons receiving old age assistance in Canada decreased from 89,907 at March 31, 1957, to 88,887 at June 30, 1957.

The federal Government's contributions under the federal-provincial scheme totalled \$5,027,945.93 for the quarter ended June 30, 1957, compared with \$5,075,855.53 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$108,908,591.51.

At June 30, 1957, the average monthly assistance in the provinces ranged from \$34.03 to \$38.04, except for one province where the average was \$28.42. In all provinces the maximum assistance paid was \$40 a month.

## **Fewer Blind Persons Receiving Allowances**

The number of blind persons in Canada receiving allowances under the Blind Persons Act decreased from 8,256 at March 31, 1957, to 8,225 at June 30, 1957.

The federal Government's contributions under the federal-provincial scheme totalled \$731,807.72 for the quarter ended June 30, 1957, compared with \$733,571.32 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$16,116,780.05.

At June 30, 1957, the average monthly allowance in the provinces ranged from \$37.34 to \$39.50. In all provinces the maximum allowance paid was \$40 a month.

## **More Disabled Persons Receiving Allowances**

The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 31,835 at March 31, 1957, to 33,114 at June 30, 1957.

The federal Government's contributions under the federal-provincial scheme totalled \$1,975,913.87 for the quarter ended June 30, 1957, compared with \$1,900,306.28 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$15,227,711.74.

At June 30, 1957, the average monthly allowance in the provinces ranged from \$34.14 to \$39.49. In all provinces the maximum allowance paid was \$40 a month.

## **"Citizens' Forum" Begins New Series This Month**

"On the Shelf: At What Age?" is the topic of a program in this winter's "Citizen's Forum" series that may interest Labour. It will be broadcast over the Canadian Broadcasting Corporation's television network on Sunday, December 8, and over the Trans-Canada radio network on Thursday, December 12.

The series begins on television on October 27 and on radio on October 31 and lasts until the end of March. The TV programs are broadcast each Sunday afternoon during that period, and the radio programs each Thursday evening.

Topics of other programs of interest to Labour and the dates of their broadcast (TV named first) are: "More Leisure or More Money: What are You Working For?" December 22 and 26; "Immigration: Threat to Your Job?" January 19 and 23; "Are Big Unions Less Democratic?" March 2 and 6; and "Is Big Business the Best Business?" March 9 and 13.

## **Mitchell Sees 4-Day Week Long Time in Coming**

Forecasting that there will be a labour shortage of 10,000,000 workers in the United States by 1965—mostly in skilled trades—U.S. Secretary of Labor James P. Mitchell sees the four-day work week as out of the question at present, and for a long time ahead.

Mr. Mitchell noted, in making his forecast, that there are no more skilled craftsmen on the job today than there were five years ago.

Leading exponents for a four-day work week are the United Automobile Workers and the International Woodworkers of America.

At the annual meeting at Portland, Oregon, of U.S. and Canadian delegates to the annual meeting of the Woodworkers, their president told them there is only one answer to unemployment—a shorter work week.

A. F. Hartung said it is "time the AFL-CIO takes the lead to bring about a shorter work week by whatever method is necessary. We must not wait until millions more become unemployed..."

The International Union of Electrical Workers, following the trend, wants a 36-hour work week spread over five days.

## **OFL Seeking Alliance With Province's Farmers**

The Ontario Federation of Labour last month set up a committee to initiate talks with the province's farm organizations with a view to establishing a closer alliance of farm and labour organizations on the provincial level.

Already in existence on the national level is the Canadian Farmer-Labour Coordinating Council (L.G., Sept., p. 1067).

The OFL committee's first duty, said the Federation's Secretary-Treasurer, Douglas Hamilton, would be to ask farmers in the province to set up a similar committee.

Members of the OFL committee are: Paul Siren of the United Automobile Workers, Toronto; Lloyd Fell of the United Packinghouse Workers, Toronto; and Wilfred Ostling of the Pulp and Sulphur Workers, Port Arthur.

## **Newfoundland Federation Names Convention Site**

The 22nd annual convention of the Newfoundland Federation of Labour (CLC) will be held in Corner Brook, Newfoundland, in September 1958. A suggestion that the convention be numbered the 3rd annual convention of the merged federation was rejected by the delegates to the 21st annual convention in July.

In the report of that convention (L.G., Aug., p. 943), it was incorrectly stated that the suggestion had been adopted. The report also neglected to mention that outgoing President W. Frank Chafe, in his final remarks to the convention, categorically denied the charge made by Andrew Cooper, international representative of the Brotherhood of Carpenters, that the Federation had failed to send invitations to international unions to send representatives to the convention.

## **Public Employees Unions Approve Merger Terms**

Merger next year of two Canadian unions of public employees seems assured after the unions' annual convention last month both approved recommendations of a joint merger committee.

The National Union of Public Service Employees (CLC), with approximately 15,800 members in the public utility, civic service and hospital fields, held its 12th annual convention in Winnipeg September 4-6. The National Union of Public Employees (CLC), with a membership of approximately 35,000 municipal employees, held its 3rd annual convention in Calgary September 12-15.

The NUPSE was an affiliate of the former CCL; the NUPE, of the former TLC.

### **Proposed Name**

Proposed name of the 50,000-member union that will result from the merger is Canadian Union of Public Employees. At the outset the new union will have 260 locals.

The merger proposal, drafted in meetings of representatives of the two unions and the Canadian Labour Congress, provides that membership in the merged union shall be open to any organization of employees of civic or municipal governments and their subdivisions; and of civic and municipal boards, commissions, hospitals and libraries.

The union will be governed by the annual convention, the executive board, the executive committee and the officers, in that order. The executive board, governing body of the union between conventions, will comprise the executive committee plus one representative named by each provincial federation. The executive committee, responsible for administration of the union, will comprise the president and five vice-presidents, elected on a geographical basis: one from the Pacific region and two from each of the Prairie and Eastern regions.

The present National Director of the NUPE, R. P. Rintoul, is to become the full-time Secretary-Treasurer of the Union.

### **First President**

The first president of the union is to be elected from the membership of the NUPE, as will a vice-president for each of the three regions. Vice-presidents for each of the Prairie and Eastern regions are to be elected from the membership of the NUPSE.

The merger will be carried through by an eight-member unity committee comprising four representatives of each union. The committee is to draft a constitution

and call for the holding of the merger convention no later than December 31, 1958.

The Secretary-Treasurer's office is to be in Ottawa; that of the Director of Organization, in Toronto.

At the NUPSE convention, the 150 delegates approved resolutions:

—Condemning the use of interim injunctions in labour disputes.

—Opposing provisions of the Unemployment Insurance Act permitting municipal councils to remove certain employees from coverage of the Act.

—Asking removal of the \$1,200 ceiling on government annuities.

In the election of officers, James Clarke was re-elected President and Alvin Ladd and Ray Boocock re-elected Secretary and Treasurer respectively. Vice-presidents elected were: Keely Cummings, Frank Rogers and Colin Mainds.

In the election of officers at the NUPE convention, William Buss of Toronto was re-elected by acclamation for a second term as President. Vice-presidents elected were: Tom Lewitt of Vancouver, W. H. Hilts of London and Harley Horne of Calgary.

## **Alta. Labour Federation Holds 2nd Convention**

A resolution on child labour was the highlight of the 2nd annual convention of the Alberta Federation of Labour, held in Calgary in September.

In all, the 300 delegates dealt with more than 100 resolutions dealing with such matters as highway regulations, income tax, pensions, capital punishment, pipelines, government dividends, minimum wages and fair employment.

CLC President Claude Jodoin addressed the convention, telling of the advances made by Labour, particularly in the field of recognition in appropriate circles.

The delegates were unanimous in condemning the Alberta Cabinet decision to permit children as young as 12 years to seek jobs and accept money. "Children 12 to 15 years of age should be playing and growing up," the convention declared.

The delegates passed the resolution after they had been told that the Alberta Labour Act provision that previously had allowed children 15 years of age to accept certain types of employment for pay had been reduced by the Government through order-in-council to the minimum age of 12.

A letter from Premier Manning explained that the Cabinet's act applied only in limited areas of work and that it was designed to curb idleness, often to blame for juvenile delinquency.



William N. Gray, chairman of the resolutions committee, called the Premier's explanation a "flimsy, despicable excuse".

In his address, Mr. Jodoin made it clear that the Canadian Labour Congress has all the power necessary to keep Fascists, Communists and racketeers out of the Canadian labour movement.

Commenting on the wage-price inflation cycle, Mr. Jodoin said "Labour is not always to blame" for higher prices. Many corporations could absorb wage increases without immediately increasing the price of their goods, he declared.

### **Other Resolutions**

Other resolutions by the convention asked for:

—An increase in the province's minimum wage to \$1.25 an hour from 75 cents in cities and 55 cents in rural areas with no exemptions from that minimum.

—A maximum five-day, eight hours a day work-week with no reduction in take-home pay;

—Provisions that would give all employees all national, provincial and civic holidays without loss of pay;

—A fair employment practices act similar to one passed by the federal Government and some of the provinces;

—A comprehensive works program for winter months.

—A larger and more equitable distribution of the profits from natural resources to municipalities, towns and cities, so they can reduce debts;

—Increased exemptions under the Income Tax Act;

—Pensions for widows and disabled persons of \$100 per month, with a corresponding increase for dependents;

—Pension of \$75 a month for men at age 65 and women at age 60 without a means test;

—A system of portable pensions, whereby an employee's pension rights and benefits are transferable from job to job;

—Provisions for low-cost housing;

—A separate provincial department of labour with a full-time minister and a labour relations board, adequately staffed to provide for complete enforcement of the Alberta Labour Act.

Charles Gilbert of Edmonton was re-elected President of the Federation, while Jack Hampson, also of Edmonton, was returned to the post of Secretary-Treasurer.

Five vice-presidents elected were: Dave Erickson, Frank Bodie, John Hannigan, A. L. King and Roy Jamha.

## **AFL-CIO Gives 3 Unions 30 Days to Clean Up**

The Executive Council of the AFL-CIO last month gave three unions 30 days in which to clean up corruption in their organizations. The three, each found by the federation's ethical practices committee to be "dominated, controlled or substantially influenced in the conduct of its affairs by corrupt influences," are the Teamsters, the Bakery and Confectionery Workers and the United Textile Workers.

The Council, meeting in New York September 24, adopted resolutions directing all three unions to "correct the abuses set forth in the report of the ethical practices committee, and eliminate corrupt influences from the union and remove and bar from any position or office, either appointive or elective, in the international union or in any of its subordinate bodies, those who are responsible for the abuses".

The three unions were directed to report "to the satisfaction" of the Council, at a special meeting to be held October 24 in New York, "the steps taken to comply" with the directions. According to AFL-CIO President George Meany, the Council at that time "will have to make judgments on what steps have been taken" by the three unions.

The International Brotherhood of Teamsters has a membership of about 1,350,000; the Bakery and Confectionery Workers' International Union, about 140,000; and the United Textile Workers of America about 40,000.

## **Bar Association Wants Unions Incorporated**

Two resolutions aimed at limiting the powers of trade unions were passed by the labour relations section of the Canadian Bar Association at its annual meeting in September.

One resolution urges that legislation be implemented that would make expulsion from a union grounds for dismissal by an employer only if the employee were ousted from his union for non-payment of dues.

The other resolution called for unions to be compelled to become incorporated, or given certain legal status, so they could be sued or file legal actions themselves.

From July 9, 1954, to May 15, 1957, a total of 122 cases was processed under AFL-CIO no-raiding agreements, of which cases 29 went to the impartial umpire and 88 were resolved through negotiations.



## **Warns Railroad Workers Of Automation's Effects**

The terrific change taking place in modern industry due to automation "is bringing about an awakening of our members on the railroads," President H. G. Smith of Division 4, AFL-CIO Railway Employees Department, told delegates to the triennial convention of the Department held in Windsor in September.

More than 200 representatives of the various craft unions of the Department from all parts of Canada attended the main convention. The unions of the crafts held separate meetings prior to the main one.

Mr. Smith noted that "we will be compelled to deal in a practical way with a shorter work week if we are going to maintain full employment and maintain our relative social and living conditions..."

At their conference, the Brotherhood of Railway Carmen went on record as favouring an across-the-board pay increase of 45 cents an hour, when their contract comes up for renewal with the Canadian National Railways.

In October, representatives of the non-operating employees of the Canadian railways were meeting in Montreal under Frank H. Hall, formulating demands they will make in negotiations for new contracts at the end of the year.

## **Rail Maintenance Jobs Cut 33% by Automation**

Automation on United States railways has eliminated 86,267 maintenance-of-way jobs—33.6 per cent of the employee positions in this category—during the period 1946-1956, according to an article by Arthur B. Shenefelt in the *Journal of Commerce* of September 10.

Costs have been reduced by more than 25 per cent.

The railways' job reduction is nearly twice as much as that experienced by the textile and soft coal industries, both depressed industries, in the past eight years.

Mr. Shenefelt based his article on a study of railway automation by Dr. William Haber, professor of economics at the University of Michigan. The analysis was financed by the Brotherhood of Maintenance of Way Employees.

That Brotherhood has been hit 15 times as hard by technological advance than any other segment of railway labour, the study found. Further drops in employment "cannot be avoided," it states.

The whole issue offers railway management "incentive to reduce seasonal and cyclical fluctuations in maintenance-of-way employment," the analysis declares.

## **Number of Rail Employees Again Declines in U.S.**

The number of railway employees in the United States on the payrolls of Class I railways declined to 1,042,664 in 1956 from 1,058,216 in 1955. This followed a pattern of decline begun in 1952, when the number was 1,226,663.

Number of hours paid for in 1956 totalled 2,365.8, a fraction higher than in 1955.

Average straight time hourly earnings for compensated railway employees rose to \$2.25 an hour in 1956 compared with \$2.08 an hour in 1955. Average yearly compensation for an employee in 1956 rose to \$5,106.80 compared with \$4,718.94 in 1955 and average weekly compensation went up to \$97.67 from \$90.50 in 1955.

## **"Expandable" Contract Signed by ILGWU**

Canada's first "expandable" collective agreement has been concluded between Joseph Augstein Ltd., Alexandria, Ont., and the International Ladies' Garment Workers' Union.

According to Bernard Shane, international Vice-president and Canadian Director of the ILGWU, the firm agrees to sign a collective agreement with the union whenever it opens a new plant in Canada.

The company, a branch of a United States firm of the same name, has also agreed to grant the same working conditions if and when it does open new branches.

The parent company in the United States is not unionized.

## **Seek Government Aid For Base Metal Mines**

The federal Government was asked to take "emergency action" to keep base metal mines operating, in a telegram recently sent to Prime Minister Diefenbaker by eleven British Columbia members of Parliament.

The telegram was the result of a meeting held in Vancouver between the MPs and representatives of the International Union of Mine, Mill and Smelter Workers (ind.). It asked the Government to act because of the serious danger of unemployment in the base metals industries as a result of depressed prices.

Earlier a delegation representing the union had submitted a brief to the Prime Minister asking the Government to "establish floor prices for lead, zinc and copper".

It had also asked that the Government undertake to stockpile these metals "to the extent necessary to make these floor prices effective".

The brief said that "whole communities are faced with disaster. Five base metal producers have already been shut down."

### **Footwear Industry Asks Govt. for Protection**

The federal Government has been asked, in a brief presented by the CLC and the Canadian rubber footwear industry, to take action to protect the industry from low-priced imports.

The brief suggests tariffs be raised to the point where import prices would be 90 per cent of the Canadian prices, since the industry is in "serious and progressive deterioration".

Imports of rubber-soled canvas footwear from low-wage Asiatic countries now account for 60 per cent of Canada's market of about 6,400,000 pairs a year.

The brief was submitted to Finance Minister Fleming.

### **Leslie E. Wismer Resigns As CLC Department Head**

Leslie E. Wismer last month resigned as Director of the Legislation and Government Employees Departments of the Canadian Labour Congress. Later in the month he was appointed director of organization for the National Defence Employees Association, an affiliate of the Civil Service Federation of Canada.

To succeed Mr. Wismer the CLC named Andy Andras, who had been assistant director of the CLC's research department. Prior to the merger of the TLC and CCL, he was the assistant research director for the CCL. He is a member of the Office Employees' International Union.

Also announced by the CLC last month was the appointment of Max Swerdlow, education director, as a member of an international committee established by the ILO to study workers' education. The committee to be composed of 12 to 15 members, will meet at Geneva early in December.

Other appointments announced recently in labour and management organizations were:

—Lloyd Fell was named to head the Ontario Federation of Labour political action department, whose establishment was authorized by the OFL merger convention in March (L.G., May, p. 548).

—W. Arthur MacLean was elected President of the New Brunswick Provincial

Council of the United Brotherhood of Carpenters and Joiners. Other officers elected were Leslie C. Rogers, Secretary-Treasurer; and Harold P. Quinn, Victor Butland, Jack Currie, John Esmoff and J. Sydney Harris, Vice-presidents.

—J. G. McLean, Vice-president and national legislative representatives of the Brotherhood of Locomotive Firemen and Enginemen, was elected chairman of the newly formed Railway Unions' Educational Council. A. L. Hepworth, Director of Education and Research for the Canadian Brotherhood of Railway Employees, was elected Secretary-Treasurer of the Council and Max Swerdlow, CLC Director of Education, was named Honorary Chairman.

—Frank A. Collin of St. Thomas, Ont., was appointed a Vice-president of the Brotherhood of Railroad Trainmen to succeed Russell Cunningham of Glace Bay, N.S., who had resigned.

—Neil LeRoy, President of the Canadian Council of Authors and Artists, was elected President of the Council of Broadcasting Unions, an organization of CLC unions in the broadcasting field.

—Eric Cawdron, President of the Ottawa Newspaper Guild, was elected Canadian Vice-president of the American Newspaper Guild to succeed Joe Beaucherc, who declined nomination.

—J. M. McAlduff was elected President of the Charlottetown and District Labour Council. Alex MacLean, the merged council's charter president, was elected first vice-president and Everett MacLeod, second vice-president. Russell Doyle was chosen Secretary and Basil Molyneux, Treasurer.

—Robert E. Nuth, who had been in charge of labour relations for the Canadian Construction Association, has been named Secretary-Treasurer of the Builders' Exchange of Montreal and of the Montreal Building Trades Joint Committee.

### **Housing Starts Decline**

Substantial declines occurred in the construction of new dwelling units in the first half of 1957 from last year's record levels. This year's January-June starts totalled 48,478 units, down 19.5 per cent from the year-earlier figure of 60,200. Half-year completions dropped 13.1 per cent to 50,435 units from 58,012 a year earlier. Units in various stages of construction at the end of June fell 15.8 per cent to 67,271 from 79,868.

# Merger Convention of N.B. Federation of Labour (CLC)

Former TLC and CCL provincial organizations unite, making unity at provincial level complete in all provinces. James A. Whitebone is elected President of new federation. More than 200 delegates attend

The New Brunswick Federation of Labour and the New Brunswick Council of Labour united into a single labour body, under charter of the Canadian Labour Congress, at a merger convention in Fredericton August 26, 27 and 28. The merged groups will operate as the New Brunswick Federation of Labour.

Merger of provincial labour organizations is now complete in all 10 provinces.

The convention ratified a new constitution, dealt with 78 resolutions submitted by unions in New Brunswick, elected a new slate of officers headed by James A. Whitebone as president, presented scholarships to three students, received a CLC Charter, and heard about the importance of the union label.

Among the prominent speakers at the convention were: Hon. Hugh John Flemming, Premier of New Brunswick; Hon. Arthur E. Skaling, New Brunswick Minister of Labour; J. Chester MacRae, Member of Parliament for York-Sunbury; William T. Walker, Mayor of Fredericton; Donald MacDonald, CLC Secretary-Treasurer; Thomas B. Ward, CLC Director of the Department of Provincial Federations and Labour Councils.

More than 200 persons attended the convention.

## President's Address

Taking over the presidency of the merged labour bodies, Mr. Whitebone expressed the hope that all differences and misunderstandings that had caused the groups to split 15 years before were now forgotten. In the united group he saw for the future "a new and revitalized federation to promote the interests and advance the economic and social welfare of the workers in New Brunswick.

"Unemployment and underemployment must continue to be a major concern of this Federation," said the President. He urged delegates to give the problem careful consideration.

He noted that automation and mechanization in industry has become a matter of deep concern to workers everywhere, although as yet the workers of New Brunswick had not been noticeably affected by the trend.

"The best minds of labour," said Mr. Whitebone, "are making intensive study of automation and all its implications, and we must see to it that it will help and benefit mankind and not destroy it."

Turning to housing, the President reported that extensive construction in the province during the past year had not caught up with its needs. Drastic action is needed in this sphere, he said, in urging that the convention place the problem high on the list of activities for the coming year.

Construction of the Chignecto Canal was mentioned by the President in connection with his reference to the construction of the St. Lawrence Seaway Project.

"I urge that this Federation place its entire resources and weight behind the proposal and demand immediate action towards construction of the Chignecto Canal as an essential and vital need for the economic welfare of New Brunswick and the other Atlantic Provinces."

He referred to the rapid progress being made on the construction of the St. Lawrence Seaway, and suggested that "we become daily more fearful of its effect on the economy of this province. Surely no one can be so naive as to believe we will not be adversely affected. Certainly our vital shipping industry will undergo drastic and far-reaching changes which can be nothing but detrimental unless something can be found to replace that which will be lost to us."

## Murdochville Strike

Most prominence and speedy, unanimous approval was given by the convention to a resolution dealing with the dispute at Murdochville involving the United Steelworkers of America (CLC) and Gaspe Copper Mines Limited.





**President James A. Whitebone of the New Brunswick Federation of Labour (left) receiving a "union-label" gavel for the new organization from W. Arthur MacLean of the Brotherhood of Carpenters and Joiners, a Vice-president of the Federation.**

The resolution read as follows:

**WHEREAS:** All freedom-loving Canadians have been shocked by the vicious tactics adopted by the Gaspé Copper Company in its disgraceful efforts to frustrate the legitimate desire of its employees at Murdochville to belong to a union of their choice; and

**WHEREAS** the use of force and violence is alien to the democratic principles to which the labour movement and all true Canadians subscribe; and

**WHEREAS:** this reactionary employer has also resorted to the perversion of legal processes in denying its employees their elementary rights as free citizens in a free nation,

**THEREFORE BE IT RESOLVED** that this Merger Convention of the New Brunswick Federation of Labour record its complete support of the Gaspé Workers and their union, the United Steelworkers of America, in their present struggle, and

**BE IT FURTHER RESOLVED** that the Gaspé Copper Company's reprehensible conduct, reminiscent of benighted Eighteenth Century thought rather than mid-Twentieth Century industrial relations policy, be wholeheartedly condemned, and

**BE IT FINALLY RESOLVED** that this convention commend the strikers, their union and the (Canadian Labour) Congress for their outstanding efforts to resolve the issue on an honourable and equitable basis, and that they be assured of the support of the

New Brunswick Federation of Labour in their continuing efforts, including endeavours to have the Quebec Government assume its proper responsibility in bringing this truly tragic situation to a conclusion which will include recognition of the workers' union.

#### **Hon. Hugh John Flemming**

Extending greetings on behalf of the Government and people of the province, Premier Hugh John Flemming congratulated Mr. Whitebone on the fact that at the merger convention he was acting as presiding officer for the 26th consecutive year. "This outstanding fact," he felt, "reflects tremendous credit on him, because it indicates he has given to you the greatest possible amount of splendid service."

As spokesman for the province, Mr. Flemming said: "I am sure that if your fellow citizens of the province as a whole could tell me what message to bring you today, they would have me say that they wish you success in your deliberations and progress in the aims and objectives of your association; we know you will recognize the responsibility that is yours in your respective capacities and in the districts

from which you come; we are anxious to see industry flourish and prosper, and that can only be done with the greatest amount of co-operation from organizations such as yours. We would like to have you all continue to support any effort designed to further the well-being of the people of this province."

### Hon. Arthur E. Skaling

Hon. Arthur E. Skaling, New Brunswick Minister of Labour, speaking on the merger of the labour groups, warned the delegates of the increased responsibility Labour would have to all sections of the public as they become more powerful.

"On this occasion, as you meet to officially unite on the provincial level the two major labour groups, we must be reminded that the strength which unity brings with it brings also added responsibilities.

"Present high wage levels, shorter working hours, pension plans and other benefits are convincing evidence of your growing strength. The growing body of social legislation indicates the extent of influence you have achieved in public affairs."

In his closing remarks, Mr. Skaling recalled that he had been a delegate to the federation conventions for many years, and was very happy to be present at the merger convention.

### J. Chester MacRae, MP

J. Chester MacRae, Member of Parliament for York-Sunbury, expressed regrets to the convention at the absence of Labour Minister Michael Starr, who had been prevented from attending because of great pressure of work prevailing in Ottawa.

Mr. MacRae told the convention that in his opinion "an organization must be fighting for or against something if it is going to prosper. You have been doing that for many years—fighting against injustices and for a better living and a better life for all of us, not Labour alone. I congratulate you on what you have accomplished."

Hon. A. E. Skaling, Minister of Labour for New Brunswick, told delegates that due to an amendment in the Labour Relations Act, civil servants employed by the N.B. Liquor Control Board have secured bargaining rights as a directly-chartered local of the Canadian Labour Congress. It was believed that this was the first time this had happened in Canada.



**Hon. A. E. Skaling**  
N.B. Minister of Labour

He referred briefly to the racketeering that has been found in some branches of the labour movement in the United States, and hoped that "men of that type will never be allowed to get control of your precious organizations in this country."

### Mayor William T. Walker

Fredericton Mayor William T. Walker welcomed the convention delegates to the city. He suggested that the merger of the two labour bodies, which brought increased numerical strength to their endeavours, imposed greater responsibility on the members to work for unity between all sections of the population.

He urged trade unionists to "give a good day's work for a good day's pay" and asserted the necessity for labour groups to co-operate to the fullest extent possible with employers and governments at all levels.

He thought Labour's dealings with Management in New Brunswick had been fortunate in that they had contributed benefits to all people and to the progress of the province.

When he assumed office as mayor of Fredericton, Mr. Walker recalled, he had promised labour groups in the city that any negotiations between the city and the groups would be conducted in a friendly,



across-the-table atmosphere, without any rancour. He believed that promise had been kept.

Concluding his remarks, Mayor Walker noted that "in all I have said there is no intention of excluding Labour from its obligation to the employer. You will agree with me that in return for a decent living wage and good working conditions you owe your employer value, good workmanship and loyalty.

"Give him all you've got, and take an interest in his projects. His success is your success too. It is only this combined mutual effort of capital and labour that will make for good conditions and continued expansion of this Canada of ours; only those employers who exploit the working man, and the individuals in Labour who malingering, will fall by the wayside."

### Donald MacDonald

Greater concentration on organization of unorganized labour in Canada and better legislation in the social, economic and political fields are necessary to the ultimate satisfaction and well-being of the working people of Canada, CLC Secretary-Treasurer Donald MacDonald told the delegates.

Tremendous progress had been made in the last 18 months in uniting labour groups in Canada into one body. The CLC now boasted a membership of 1,100,000, and it was hoped that this would be boosted by another 100,000 members by affiliation of the Canadian and Catholic Confederation of Labour. Negotiations towards that end are in progress, he announced.

"In slightly more than a year after the merger of the labour movement at the national level," the speaker continued, "we can now say that there is not one provincial organization that is not merged. To those outside the movement our achievements in this respect may not seem like much, but we of the movement have a greater appreciation of the significance of this development... (Our movement) has become completely united at a national level within a very short space of time and it is also going to be integrated at the local levels very soon."

Unity is not an aim in itself, but only a means to an end, insofar as the CLC is concerned, Mr. MacDonald said. "Our final objective must be to promote and protect the interests of the people whom we have the honour to represent, and to raise the living standards of all Canadians and of our nation."

Mr. MacDonald stressed the fact that while Canada now has one of the strongest labour movements in the world it should

Two sons and a daughter of members of New Brunswick unions were awarded scholarships valued at \$150 each to help them continue their studies in provincial institutions. Names of the winners, announced by Dr. H. J. Rowley of Fredericton, were: Miss Nona Marie McLean, West Saint John; Ashley Clayton Duffy, Young's Cove Road, Queens County; Gerald Leonard Murphy, Kingston, RR2, Kings County.

be remembered that "only about one-third of all the workers in the country belong to unions... The unorganized worker constitutes a threat to our established standards and to everything we have done to date.

"Our problems are not all solved... Over the years we have succeeded in establishing a skeleton of the type of social, economic and political legislation that is required, but it is bare minimum of the type of legislation that is really required and what, I feel confident, we are going to know in the years to come."

In conclusion, Mr. MacDonald noted that another great gain for Labour in the mergers that are taking place is the fact that governments can no longer say that men going before them to state the case of Labour are not appropriate representation, as they so often did until some two years ago, when the CLC was born.

### Thomas B. Ward

In addition to presenting the merged bodies with their new Canadian Labour Congress Charter, Thomas B. Ward spoke to the delegates on the importance of the union label.

He urged the delegates to impress upon their colleagues the importance of buying union-made goods, an act that "prevents low wages and the degradation of the workers of the country as a whole."

### Angus MacLeod

The New Brunswick Council of Labour was now defunct, said Angus MacLeod, its last President, "but what the Council did in the past will reflect favourably in the future."

He reminded the convention that there remained still a great deal to be done for the working people of New Brunswick. "There is too much unemployment in all the cities of New Brunswick.

"There seems to be a feeling that workers in New Brunswick are not entitled to a standard of living equal to that of workers in other parts of Canada, in spite of the



## ***Demands on Federal Government***

Among resolutions adopted by the New Brunswick Federation of Labour convention were those urging that the federal Government:

Replace its obsolete ships with new ones and allocate this new construction to shipyards in Canada where a large number of shipyard workers are now unemployed;

Permit all medical expenses to be deductible under the provisions of the Income Tax Act;

Implement a comprehensive national health plan to cover hospital, surgery, dental work, X-rays and loss of income during confinement;

Formulate a national supervised lottery—such as is in effect in other countries—to help finance the health plan;

Pass legislation that would grant federal government prevailing rate employees three-weeks' vacation pay and three weeks' sick leave as for other civil servants, and grant these prevailing rates employees the same bargaining rights as employees in private industry.

fact that employers expect to get prices for their products equal to those of companies operating in Upper Canada. Why shouldn't the worker enjoy a similar status?" concluded Mr. MacLeod.

## **Resolutions**

Quick action was taken by delegates in connection with a resolution urging that immediate steps be taken to provide work for members of Local 858, Textile Workers of America, whose employment at Milltown was being ended by the closing of the textile mill there. An eloquent plea on behalf of the workers was made by Harry Nickson of the Milltown group. The convention voted to have telegrams sent to appropriate officials immediately.

In other resolutions the convention:

—Urged that only persons with a thorough knowledge and background in labour matters be appointed chairmen of conciliation boards;

—Requested the provincial Legislature to amend the Labour Relations Act to provide for the check-off of union dues by an employer upon request of the union concerned, when it is indicated that a majority of the employees desire or require the same;

Training classes to fit employees who lost their jobs through closing of the textile plant at Milltown, N.B., for other employment will be started immediately by the provincial government. Courses offered will include hair-dressing, dressmaking, business courses, machinery, carpentry and welding.

Registration for the classes began on September 23. On the first two days, some 75 individuals were registered for courses.

—Expressed opposition to compulsory arbitration at all levels of government;

—Requested the provincial government to increase workmen's compensation benefits to 85 per cent of \$4,000 maximum and increase the payments to widows and totally disabled in proportion;

—Approved a petition to the New Brunswick Legislature to provide at its next sitting a Housing Commission for the province to promote better housing for the people of New Brunswick, the act to be modelled after that of Nova Scotia known as "An Act to encourage and promote better housing for the people in the province of Nova Scotia".

## **Election of Officers**

Elected to the new executive, in addition to President James A. Whitebone, Theatrical Stage Employees and Moving Picture Operators, Saint John, were:

William F. McCarlie, International Brotherhood of Electrical Workers, Saint John, Secretary-Treasurer;

Ralph J. Boyd, Moncton District Labour Council; Michael J. Kenney, Miramichi District Trades and Labour Council; Charles H. Malchow, United Papermakers and Paperworkers, Rolland Blanchette, International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Edmundston; and W. Arthur MacLean, United Brotherhood of Carpenters and Joiners, Fredericton, Vice-presidents.

Angus MacLeod, Saint John Labour Council, until the merger President of the New Brunswick Council of Labour, and William F. McCarlie were elected delegates to the next convention of the Canadian Labour Congress.



The executive of the New Brunswick Federation of Labour (CLC) with officials of the Canadian Labour Congress who attended the merger convention (seated, left to right): Angus MacLeod, former President of the New Brunswick Council of Labour, who was named delegate to the CLC convention; Thomas B. Ward, CLC Director of Provincial Federations and Labour Councils; William F. McCarlie, Secretary-Treasurer; James A. Whitebone, President; Donald MacDonald, CLC Secretary-Treasurer—Standing (same order): Federation Vice-presidents W. Arthur MacLean, Charles H. Malchow, Ralph J. Boyd, Roland Blanchette and Michael J. Kenney.

## Six More Local Councils Receive CLC Charters

Charters were recently granted to six more CLC local councils, three to merged organizations and three to councils that amended their constitutions to admit locals from formerly rival congresses.

The Peninsula Labour Council, formerly CCL, merged with the St. Catharines Trades and Labour Council to form the St. Catharines and District Labour Council.

The Saint John Trades and Labour Council and the Saint John and District Labour Council merged to form the Saint John Labour Council.

The Halifax and District Trades and Labour Council united with the Halifax and District Labour Council to form the Halifax and District Labour Council (CLC).

The other three new councils are the Timmins and Cochrane Labour Council, formerly the Northern Ontario District Labour Council, the Sherbrooke and District Labour Council, and the Sydney and District Labour Council, formerly the Cape Breton Labour Council.

## List Contributions to U.N. Technical Assistance Plan

Total obligations incurred under the United Nations Expanded Program of Technical Assistance last year amounted to \$30.5 million, of which \$25.3 million was actually spent on direct field operations.

About \$17.5 million (69 per cent) was spent on providing the services of experts, \$4.5 million (18 per cent) on fellowships and \$3.3 million (13 per cent) on equipment and supplies.

Canada supplied 86 of the 2,346 experts and accommodated 28 of the 2,719 fellows.

For 1956, a total of \$28.8 million was pledged by 77 countries and payment of \$27.3 million was actually made. The contribution pledged by Canada, which has been paid, was \$1,800,000. For 1957, Canada pledged \$2,000,000.



# McGill University's 9th Annual Industrial Relations Conference

"Industrial Relations and Technological Change" is conference theme  
Five speakers representing education, labour and management discuss  
various aspects of automation. Delegates number approximately 230

"Industrial Relations and Technological Change" was the subject of McGill University's 9th annual industrial relations conference, September 11 and 12. The meetings were attended by about 230 delegates representing business concerns, labour organizations, other universities, and federal and municipal government.

The holding of this gathering in the fall instead of in the spring was an innovation considered advisable in order to avoid a clash with other meetings and conferences.

The conference, which was opened by Prof. H. D. Woods, Director of the Industrial Relations Centre, McGill University, was addressed by five speakers.

The speakers and the titles of their addresses were: Dr. William A. Westley, Chairman, Department of Sociology and Anthropology, McGill, "Men and Machines"; Dr. George P. Shultz, professor of industrial relations, University of Chicago, "Concepts of Change in the Labour Market"; Dr. Eugene Forsey, Director, Department of Research, Canadian Labour Congress, "Technological Change—A Problem for Labour"; and S. M. Gossage, Assistant Vice-president (Personnel), Canadian Pacific Railway Company, "Technological Change and the Responsibility of Management".

Ralph Presgrave, Vice-president of J. D. Woods and Gordon, Ltd., was the speaker at the conference dinner. He spoke on "What Price Technology?"

The conference ended with a panel discussion, for which Prof. Woods was chairman. Discussion leaders were E. R. Complin, Manager, Industrial Relations, Du Pont Company of Canada Limited, and Gérard Pelletier, Director of Public Relations, Canadian and Catholic Confederation of Labour. Panellists were the speakers at the conference.

## Dr. William A. Westley

One of the effects of automation for the worker will very probably be that his work will become more varied and interesting, said Dr. Westley, the first speaker at the conference, in an address entitled "Man

and Machines". Automation will reverse the long-term trend towards increasing simplicity and specialization which has resulted from increasing mechanization, and instead "jobs will become more complicated and general, requiring more training and education."

"Jobs will become more interesting," the speaker continued, "for the experts tell us that it is just those jobs which are the most repetitious and dull that are easiest to automate."

Unemployment, the speaker thought, would be "minimal in an expanding economy". He pointed out that "many of the industries which have been automating rather rapidly during the past few years have had little or no unemployment due to their rapid expansion." Nevertheless it would be impossible to avoid changes in the ranks or grades of the workers, and this could be "a very serious matter for a skilled workman who has at stake 20 years of experience which will become useless with the advent of the new machine," he said.

"Since automation, by definition, replaces not only the power of the worker but his skills, it is bound to change the distribution of ranks. A few workers will be up-graded or hired to shepherd the new highly complex machines, but many others whose skills have been displaced by the machines will be forced to accept simpler jobs and lower grades."

"These potential changes in employment and grading are effects which have undoubtedly already been anticipated," continued Dr. Westley.

However, there is an unanticipated consequence which is also of great importance, namely the changing career patterns. In the past many men have worked their way up in the company, rising from unskilled or semi-skilled labourers. This is a healthy process and an important part of the American dream. It may be interrupted by automation. For automation, in removing some of the semi-skilled and skilled workers, removes a number of very important rungs in the work ladder, and may thus create an impassable gulf. It will be surprising if the technicians who run the new complex machines are drawn from the unskilled work



force. The knowledge required will necessitate intensive training, and the route to these jobs will be through specialized schools. Thus the plant may have to recruit this type of worker from new sources.

Studies which have been made of automated *vs.* non-automated jobs show that whereas the men were first afraid, tense and uneasy on the automated job, they grew used to it, while on the assembly line they never got used to it and tended to dislike it.

Furthermore, because automation often results in a high rise of fixed costs, an effort will be made to spread these costs over more units of production, so that we will find the automated plant operating on two or three shifts.

Thus the worker will find in automation a change from the simple, the repetitive and the dull to complex and interesting jobs, he said. But he will need greater skills to do this interesting work and will thus probably be more educated. He will have to work on shifts. Unless we have a serious recession he will not find himself unemployed because of automation.

"However, he may find himself temporarily unemployed, or down-graded, and particularly for the older men this can be a serious problem."

Another effect of automation, Dr. Westley said, might well be that the greater integration and mechanization of production would break down traditional departmental boundaries, job classifications and work groups, thus disrupting "the social organization of the factory".

Now, since it has been established that the workers' relationship to the social organization of the factory affects his morale and production, this disruption of social organization will have to be watched carefully. The plant is more than just a series of inter-related jobs and workers, it is also a series of informal groups, traditions, antagonisms, and friendships. Modern management knows that when they hire a new worker they do more than put him in a job, they also put him into a human group, and that if he doesn't fit in, neither he nor the plant will work well.

Automation would also mean a shift of workers towards the higher ranks, with an increase in installation, maintenance and repair men, and a sharp decrease in the number and quality of men in production. The longer and more expensive training that would be required would make labour turnover more expensive, Dr. Westley said. But the increase in the number of repair and maintenance men would make for improved morale, because such employees were said to like their work.

Referring to the effect of automation on the community, the speaker said that this was the area for which we have the least reliable information. There is no reason to doubt that it will bring about an increase

in the standard of living and a decrease in the work day, and/or week. There will probably also be certain secondary effects such as the rise in the average level of education, with more people going to universities.

One of the trends which have been produced by mechanization and which might be reversed by automation, the speaker said, was the increasing centralization of manufacturing and population. We could not be sure of this, he said, but it was at any rate true that "automation and atomic power *permit* us to locate our factories away from the cities, and thus to break up the massive population congregations which have accumulated during the past two centuries. Thus the people who are even now trying to escape into the suburbs, only to find the city following close at their heels and their transportation problems aggravated, may have the possibility of really living close to their work in a small town."

In conclusion, Dr. Westley said:

"That automation will come there is no doubt. To a great extent it is already with us. Whether it will be a blessing or a curse depends completely on how we use it."

### Dr. George P. Shultz

Three main reasons why technological and economic growth are of fundamental importance to us were given by Dr. Shultz, who spoke on "Concepts of Change in the Labour Market". Referring particularly to the United States, he said that, first of all, "our culture demands growth"; secondly, we need growth for "social conscience reasons"; and finally "we need economic growth if we are to satisfy the non-labour-force aspirations that we talk so much about".

Our culture demands growth, he said, because "we are taught to expect that living standards will improve from one year to the next, from one generation to the next. One of the labour movement's oldest statements of its objectives is 'more'; and management has in many cases accepted and institutionalized this view in the form of what is now known as the improvement factor, to be found explicitly in many of the contracts signed by the United Auto Workers and implicitly in much of today's collective bargaining."

We need growth for "social conscience reasons" because "it at least gives us the wherewithal to attack social problems that, as human beings, we must feel deeply about," said Dr. Shultz. "For example, in the United States there are far too many

families living on unbelievably low incomes. In our cities, problems of urban renewal are pressing. And, throughout the world, I believe, there are many peoples who deserve and need our help in developing their own economies and resources.

As to the "non-labour-force aspirations" the speaker pointed out that early retirement, the broadening opportunity for college education, leisure in such forms as shorter hours, more holidays and vacations with pay and so on were "intimately related to achieving economic growth".

But however desirable economic growth might be, "will the pace of new technology be so rapid as to cause large-scale unemployment and a spiral of job and income losses," asked Dr. Shultz. He said that the belief was general in the United States that this certainly need not be so.

He then described "some built-in brakes" on the development of new technologies. It took time, he said, to design, produce, install and program these new machines, and it required trained professional and skilled persons, who "do not seem to be particularly plentiful either in the United States or Canada". There were also economic limitations to the spread of the new technology.

On the other hand he pointed to the economic history of the United States after World War II as showing how well a free economy can adjust itself to change. "This was a period in the U.S. which followed and was characterized by high expenditures on research and development, high expenditures on new plant and equipment, fairly rapid increases in output per man-hour, two periods of substantial reduction in defense spending—and yet in face of all this change the economy sustained itself at a generally high level.

"Finally, of course, in arguing that rapid technological and economic change need not cause high and prolonged unemployment, we must point to the familiar ground of relatively new economic concepts for fiscal and monetary policy, of relatively new political commitments towards full employment as a governmental responsibility in important respects at least, and relatively new institutions and governmental programs that help stem the tide of any general rise in unemployment," the speaker said.

At the same time "to say that technological change need not be accompanied by high unemployment is certainly not to say that its impact on the structure of employment is negligible," he asserted. He pointed to sharp changes in the structure of employment in both Canada and the

United States during the period since World War II, which included a striking increase in the proportionate importance of non-production workers in manufacturing, the decline in employment in agriculture, and the rise in the importance of women in the labour force.

Reality lies between "two polar concepts" of activity in the labour market, Dr. Shultz said.

Concept number one is characterized by narrow identifications of the individual with a specific job and a specific employer. He is educated in a heavily vocational atmosphere, his opportunities for vertical or horizontal mobility even within the firm are quite limited, and the emphasis is always placed on the barriers that exist in the labour market. These barriers are often accentuated by individual incentive schemes of one sort or another and a tendency to organize work into the smallest possible units. In this atmosphere the emphasis is almost bound to be on protection against anything out of the ordinary and on great inflexibility all around. It is certainly not an atmosphere conducive to change. It is an atmosphere where, if and when change comes, individuals will be hurt most badly.

The opposite pole is, of course, just the reverse. Here the individual is more self-reliant because he has had more opportunity to develop himself. He has been around more, he has worked on more than one job for more than one employer and in more than one area. While he is certainly interested in protecting his security, he is also interested in creating opportunities for a better job and has confidence that, when new things come along, he can accommodate himself to them. The situation is, of course, much more congenial to change. While individuals still must adjust, the process is likely to be much less painful.

Dr. Shultz suggested that the second concept was the more desirable, and he asked: "What sorts of things can be done to move us over towards number two and keep us from falling hard into number one?" He suggested two types of action: "those of a general and environmental nature, largely things that are governmental responsibilities, and those closer to the plant level that we might identify as industrial relations practices."

"It is certainly folly to think that we can move towards concept two unless we can have reasonably full employment. It is often carelessly thought that full employment is primarily something that benefits labour. But even from the narrow point of view of ease of introducing change, it seems to me that we can see much more general benefits deriving from a labour force that can afford a little flexibility. Management, it often seems to me, overlooks its great stake in this important by-product of full employment."

A second matter in which government was responsible, the speaker said, was

education. Besides advocating that education should be generally available and reasonably exciting, he deprecated "vocationalism". He thought it important that if we were trying to move towards concept two the educational system should "equip the individual not so much with a specific skill, but with a capacity to learn new skills". He also said that "we must provide more and more opportunities for college education as well as elementary and high school education".

A third matter within the province of government was helping those displaced by technological change during the period required for them to adjust themselves to the change. "It is surely folly to pretend, on the basis of some over-all statistics on employment, that technological change does not create individual hardship and necessitate what is sometimes painful adjustment problems. Society generally is the gainer here. If we want individuals to move along the continuum towards concept two, then society must be willing to offer a helping hand to those who are displaced," Dr. Shultz said.

Among the ways in which government should help those displaced by technological change he suggested: adequate unemployment insurance, some assistance to parts of a country that were specially hard hit by such changes, and the provision of re-training and employment services. "In all these things the emphasis should, so it seems to me, be on presenting the individual with a favourable environment and some cushion in the event of sudden economic shock. Beyond that, it is up to the individual to chart his course and take advantage of the opportunities presented," the speaker said.

A "web of rules" in the plant inhibits or enhances the flexibility of the labour force and the ability of management to move with the times "or, perhaps, even a little ahead of the times," Dr. Shultz said. "We must be careful not to go too far with those fringe benefits that bind the individual in closely to a particular place of work". He mentioned particularly pension plans which benefited a worker only on retirement. He spoke approvingly of the liberalizing of the vesting provisions of pension plans in recent contracts in the automobile and steel industries.

Dr. Shultz said that when changes are planned within a plant, employees should be informed in plenty of time beforehand.

"Social responsibility, implementation of our concept number two, would mean telling new employees that their jobs were temporary, retraining old employees who have

the requisite ability, permitting those near retirement to claim pension benefits, and so on."

In developing an industrial relations atmosphere conducive to concept two, Dr. Shultz said, we should strive for "constructive, though not collusive, relationships between unions and managements and for good relations at the shop level... Experience in a wide variety of localities and industries shows that good relations can be widely achieved if sincerely wanted," he said.

Unions can play an important role in the scheme of things which he had presented. "Unions provide an organized means which is difficult to achieve otherwise for participation by the managed in setting the conditions under which they work." If relations with management were good, as he asserted they could be, "this organized participation can promote acceptance of the rules of the workplace evolved through collective bargaining and confidence on the part of the worker that his interests will not be overlooked in the process of change, as on other issues."

Management also had a part to play in these matters, Dr. Shultz said. Quoting Clark Kerr, he said: "Progressive management and progressive unions are likely to go hand in hand. When management ossifies in its policies and practices, so do the unions and the workers in theirs... An effective managerial performance usually wins worker respect; and just as a good worker is pleased under less supervision, so also the efficient employer."

In conclusion the speaker said:

"Technological and economic change are bound to be accompanied by major shifts in the structure of employment. No doubt many things can be done to adjust to these changes within the confines of the individual firm or plant. But it is the height of folly, I believe, to assume that all the problems can be solved at this level. If we are to have growing and flexible economies, we must have a labour force that also possesses these characteristics. In our industrial relations practices, as well as in our concepts of appropriate public policy, we must, I think, seek an environment in which individuals have the opportunity, the incentives, and the capacity to move with the times."

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In reply to a question in the discussion that followed his address, Dr. Shultz expressed the opinion that in high school and university a tendency to emphasize



vocational training should be resisted. The aim should be to give the student general knowledge that would enable him to acquire specialized knowledge at a later stage. He thought that the employer should provide the technical training as far as possible.

To another delegate who asked whether he thought that some of the money spent on unemployment insurance, in the case of workers displaced by technological change, would be better spent on re-training, Dr. Shultz said that the purpose of unemployment insurance was to provide income. In depressed areas in the U.S., he said, unemployment insurance benefits might be extended for a longer than ordinary period to a man who was being re-trained. But the essential character of unemployment insurance should be kept in mind.

Asked whether he had anything to propose about the way in which labour costs and prices in the service industries, where technological change did not apply to the same extent, were being pushed up by the high-wage leadership of the manufacturing industries, Dr. Shultz said that he thought little could be done about it. He thought that governments should follow monetary and fiscal policies that would promote full employment, and then allow prices to work themselves out. Inflation, he said, seemed recently to have been affecting the service industries more than those in manufacturing, and it might be that the shift of labour to industries in which it was less productive was one of those things that would put a damper on change.

Dr. Shultz was asked what effect automation in the United States might have on branches of U.S. industry in Canada: "Would the small Canadian industries be forced out of business, with the Canadian market being supplied from the U.S.?" Dr. Shultz said that the question was whether the new technology would reduce the number of small plants in general, and lead to increased centralization. In American industry, he said, the trend was towards less centralization. The new type of technology does not necessarily favour large firms.

### Dr. Eugene Forsey

Speaking on "Technological Change—A Problem for Labour," Dr. Forsey said that technological change is a problem for Labour for three main reasons: because it destroys jobs workers have, because it creates jobs they may not be able to take, and because it may not create enough jobs.

Defining his meaning of "technological change" as all kinds of technological change, including automation, he said that such

change can destroy jobs by destroying a whole industry, as it had destroyed the carriage and wagon industry and the coal-oil lamp industry; or by destroying an industry, or part of an industry, in a particular region or country, as it appeared to be destroying the Canadian coal industry.

It may, if automation gets thoroughly launched in some big American industries, destroy more than one Canadian industry, because production in the United States will become so fantastically cheap that it simply will not be worthwhile for any American firm in the industry concerned to run a branch plant in Canada, and no Canadian firm will be able to compete without a tariff higher than the customers will stand.

Even without destroying a whole industry or part of an industry, technological change can destroy jobs by destroying occupations within an industry, by making certain kinds of skill obsolete, or by handing over the unskilled worker's job to a machine which could do it faster, cheaper and better.

On the other hand, fortunately technological change also creates jobs, said Dr. Forsey. It creates jobs by creating industries, as it had created the automobile industry, the electric power and electrical apparatus industries and many others. It can also create jobs within existing industries by creating the need for new skills, and by creating machine-minding jobs for unskilled workers.

But the jobs created "may be considerably or even totally different from those that have been destroyed. The ones that have been created may also be in different parts of the country from those that have been destroyed. Matching the available jobs and the available workers may be no small task."

The magnitude of the task would not be diminished if a firm which contemplated automation found it cheaper to build a completely new plant in a new place, instead of re-equipping the old one, or building a new one nearby. "The old plant may have been where it was chiefly because there were plenty of workers available there. But the new plant may need very few workers; the skilled ones may all have to be trained or re-trained from scratch anyway; and the firm may feel that it is a golden opportunity to get away from traffic problems and perhaps from unions," the speaker said.

The movement of workers in a country like Canada presents particular difficulty, for one thing because of the great distances that may be involved, he pointed out. "If an old job disappears in Three Rivers and a new one appears in Kitimat, it is nearly impossible for the worker to move."

The problem of the location of the new jobs may be especially difficult for Quebec for several reasons:

1. Even now Quebec is not providing enough jobs for its people. "Its percentage of unemployment is chronically higher than the national average, and much higher than Ontario's, and the spread has on the whole been getting wider since the end of the war."

2. Less science and mathematics are taught in the schools of Quebec than in those of the other provinces, and technological change increases the importance of these subjects.

3. Quebec workers get less pay than those in Ontario or the West, and consequently are less able to afford to move; their larger families add to the difficulty.

With reference to the training or re-training of workers which technological change made necessary, Dr. Forsey asked, "Can it be done?"

I think experience shows that it can. At any rate, the United States Congressional Sub-committee on Automation and Technological Change heard a mass of evidence from management people and scientists that it can... The people who can be re-trained obviously must be, provided there are enough jobs to go round... Who should do it? The firm that has employed them, provided it has jobs for them. It is getting the benefit of technological progress; it should pay the cost.

As for the workers that the firm could not provide for, it might be that other firms would have more new jobs than they had workers displaced from old jobs. If so, the displaced workers from the one class of firm should have first call on training for the jobs in the other class; and, as these firms will be getting part of the general social gain from technological change, they ought also to pay part of the general social cost: they should pay for at least part of the re-training.

Who should pay the rest? The public, through its governments. The public gets at least part of the general social gain; so it ought to pay part of the general social cost.

The public, through its governments, Dr. Forsey said, must also provide the basic training new entrants to the labour market will need to qualify for specific training on the job for particular jobs.

"Where does organized labour come into all this?" he asked. First of all, he said, if available jobs and available workers were not in the same place it had a part to play in bringing them together. It must, to some extent, be the watchdog of the public interest as well as its own. If a plant were moved to a new place it might mean that the public would have to pay the cost of a new sort of "industrial infrastructure"—streets, roads, schools, water supply, sewage, etc.,—while these things in the old place

might become derelict, and consequently a loss, which also fell on the public. Since this cost did not usually fall on the employer he might disregard it, thus acting in a way in which "this double social cost" might overbalance the economic advantage of the move.

Some public authority should be watching the situation, to make sure that the decision takes into account the social costs as well as the private costs to the employer, and that industry goes to the new place only if there is a clear social as well as private profit in its doing so. If the public authority finds that it is socially profitable to bring the new industry to the old place, then it should recommend to governments (Dominion, provincial, municipal) what inducements they should give to the employer to make it worth his while.

If workers were obliged to move to a new place, the speaker said, they should be helped by governments in the cost of the move.

In short, moving jobs to workers is part of the social cost of technological change, and the employer cannot be expected to pay all of it; and moving workers to jobs is also part of the social cost, and the workers cannot be expected to pay all of it. The rest of us get part of the gains, and should pay part of the costs.

While he supposed nearly everyone would "admit the justice" of this, he was afraid very little would be done about it "unless organized labour makes sure that it is done". Labour can make it difficult and costly for an employer to move his plant by insisting on company-wide seniority, coupled perhaps with provision for a company contribution to costs of moving the workers," Dr. Forsey said.

Another way in which unions could help, when it was necessary to move a plant, was by explaining to the workers why it was necessary, and by dispelling needless fears and suspicions. "But of course only where the employer takes the union into his confidence," Dr. Forsey added.

Unions could play a part in the re-training of displaced workers by bringing pressure to bear on employers and governments to ensure that they both paid their share of the cost, and by warning workers of displacements to come, and stimulating them to take advantage of the training that was available. The unions could also help to organize the re-training courses.

Those who could not learn the new jobs should be helped by adequate unemployment insurance, and by the National Employment Service in finding other work. Some of the older ones should be looked after by severance pay, earlier retirement, etc., the speaker said.

All this assumes that there will be enough jobs to go round; but a lot of

workers have an uneasy feeling there won't, he continued.

Businessmen and economists, in general, are confident there will be enough jobs to go round, at any rate in the long run. So far, there always have been, at any rate in the long run. If technological progress had the results some people fear, then most of the fears ought already to have become realities. They haven't...

However, the fact that the curse has not yet come upon us, and apparently has not even started to come upon us, doesn't prove it can't.

Reasons why businessmen and economists were confident that it would not include, Dr. Forsey said, the lowering of production costs and prices by technological change, leading to increased demand for goods and services; the employment created in designing, making, servicing and running the new machines; and the way in which "every new discovery or invention creates new wants, by making possible new products or services; and that creates employment".

The growth of the motor car, movie and air transport industries and the creation of the radio and television industries "have given immeasurably more employment than the industries they destroyed," he pointed out.

While he declined to say that there was nothing to worry about, he thought there would be enough jobs to go round "if government, management and unions all do their part".

Government must do the job of maintaining total effective demand, through monetary policy, tax policy, tariff policy, social security policy, cyclical budgeting, public investment policy, by preventing monopolies from raising or keeping up prices where they can and should go down.

Management must refrain from trying to cut corners and "make a quick buck" out of technological change. It must be willing to recognize that there are problems and dangers, that some social control and direction are necessary, that workers must be told what's ahead of them, that unions must be consulted about the telling, and about the timing and speed and methods of introducing the changes.

Unions must insist on being consulted. They must also insist that the workers in each industry get their fair share of the extra productivity which technological change brings to that industry. The workers in the industry shouldn't, and won't, get the whole benefit.

It was also the unions' business to see that workers on automated jobs were paid a decent wage and were not downgraded, the speaker said. Unions in industries undergoing rapid change might also have to press for the guaranteed annual wage, for broader seniority provisions in their agreements, and for shorter-term agreements, or more flexibility in long-term agreements.

In concluding, Dr. Forsey said he did not share the view that technological change would necessarily mean unemployment unless the work-week were shortened. "I do not share the belief that we are going to run out of demand for the things we can make," and that the only way to keep all but a handful of us "from rotting in idleness will be to spread the work very thin and the wages very thick," he declared.

Technological change means higher productivity. We can, and probably will, choose to take part of the gain in the form of shorter hours. But we may choose to take much, or most, of it in the form of extra goods and services, especially services...

Even if we choose, or are forced, to take more spare time, I am not convinced that a shorter work-week is the best way to do it. If my employer offers me 52 extra days off every year, I don't want them in the form of 52 Fridays. I'd rather have an extra seven weeks' vacation... There may be something to be said for a shorter work-year rather than a shorter work-week.

In the discussion that followed Dr. Forsey's address, it was suggested by one of the delegates that commentators were too much preoccupied with the question of re-training displaced workers. He thought that the employer must do the re-training, and he asked whether others had any need to worry about it. Dr. Forsey admitted that the difficulties might have been exaggerated, and that there might be little problem involved. But he thought it was necessary to be prepared.

It was suggested by one of the delegates that the high wages sought by the unions would hasten technological change. Dr. Forsey said that nevertheless he thought high wages were desirable. As to the danger that they might be pushed too far, he said that he had "a healthy respect for the employers' stubbornness".

When asked to comment on the effect of automation on the position of craft versus industrial unions, Dr. Forsey said that although owing to his association with the former CCL he might be prejudiced, he thought that the industrial unions might gain. Firms might diversify their operations, there might be more fluidity among the employees, and more flexible union organization might be needed. There might be a re-grouping of unions to meet the situation.

Dr. Forsey was asked to suggest a program which might be acceptable to labour in the railway diesel dispute. In reply he said that in such cases the employer should take the union into his confidence as soon as possible, and the union on its side should make things as easy as possible. He thought that if the CPR had made the



same proposal to the union that it had later made to the Royal Commission a clash might possibly have been avoided.

Mr. Gossage, however, said that the company in fact had not made a better proposal to the Commission than it had made to the union.

Dr. Forsey was asked whether if unemployment became severe this winter it would affect the willingness of unions to accept technological change. Such advances were easier to "sell" in a time of full employment, it was suggested; and could we expect that such seasonal unemployment would result in union opposition to such change? Dr. Forsey said that he did not think a short period of unemployment would have that effect. But one of the factors that should be taken into account in making changes was the opportuneness of the change from the employment point of view.

### S. M. Gossage

"To survive, an organization must grow, and to grow it must be ready to embrace change," said S. M. Gossage in an address entitled, "Technological Change and the Responsibilities of Management". It is the responsibility of management in relation to both its partners in the organization (owners and employees) to seek after and welcome technological change, he declared.

"A readiness to accept change is an essential condition for each partner in moving towards its own objectives; resistance to change makes these objectives in the long run less attainable."

Resistance to change, however, is normal in individuals, he said, and if change is not made smoothly, opposition to it may be confirmed and solidified. If that happens the benefits may be lost. Winning acceptance for change is a major responsibility of management that is too often overlooked, he asserted.

"Security is a dominant objective of employees, and change is normally a threat to security." Managers must therefore plan changes in such a way as to give employees confidence in their prospects of long-term security, whenever possible.

When change was impending in an organization, rumour was one of the greatest sources of uneasiness among employees. Although there were sometimes good reasons why information must be withheld until the last moment, usually managers had everything to gain by letting employees know in ample time what is

## Automated Jobs Isolate Workers

Automation is alienating workers from each other, Prof. William A. Faunce of Wayne University asserted in a paper read to a recent conference of the American Sociological Society.

The professor declared that workers in automated plants tend to become friendless, isolated individuals, although they find their jobs more challenging.

Despite this, workers are not as emotionally involved in their jobs as much as previously, although 72 per cent of Detroit workers employed on automated assembly lines prefer their present jobs to work in conventional assembly plants.

Workers on automated assembly lines cannot talk to their neighbours nearly as often as on conventional lines because the distance between them is more than twice as great, Prof. Faunce said.

According to the professor, 47 per cent of workers in conventional jobs reported that they make friendships through work associations. Only 13 per cent in automated plants reported similar experiences.

Prof. Faunce added that workers in automated plants are subjected to much greater supervision and tension. He declared that the impact of automation upon workers is similar to that experienced in the industrial revolution of the 18th century.

—*IUD Bulletin*

proposed, how they will be affected and how their interests will be safeguarded, the speaker said.

"Change cannot take place without disturbances; it may involve hurt for some so that the greater number may benefit. It is the manager's responsibility to see that the burden is allocated with strict fairness and that those suffering are assisted in every reasonable way." Ways in which those adversely affected should be helped included fair seniority provisions in layoff, provision for re-training in new processes with a preference for employment over those from outside the organization, opportunities for transfer to other places, preservation of re-employment rights and service privileges, help in finding alternative employment, and special consideration for employees whose skills are not in demand

outside the industry but whose function has to be eliminated, Mr. Gossage said.

The penalty of living in a dynamic economy is that everyone must accept a certain degree of insecurity. Complete security is probably incompatible with any high rate of economic growth...

There is a point where the disadvantage to individuals is overbalanced by advantage to the whole organization or community. This point of balance is controlled by the moral sense of the organization and of the community of which it forms part, and it is the responsibility of management not to violate this moral sense in its attempted solution.

In planning changes, the speaker said, it is important to choose an appropriate time to introduce the change, and to bring it about in such a way that it may be "gradual and digestible rather than violent and cataclysmic". He pointed out that when the "stretch-out" was being introduced in cotton mills in the United States in the twenties and thirties, experience had shown that the success or failure of the change depended on whether or not the employer had the resources, the wisdom and the humanity to make the change gradually and smoothly. Companies that had tried to do things in a hurry "suffered severe labour trouble and often were themselves wrecked in the process," Mr. Gossage pointed out.

Communication is another important factor in introducing change. Employees should know beforehand what is to happen and why; and management must know afterwards what has happened and why... Few enterprises have sufficiently good upward communications at the best of times; under the stress of change this requires special and continuous effort.

He emphasized the importance of obtaining the acceptance, or at least the tolerance, of the union at the outset. The union, he said, could be a very valuable channel of communication, both up and down, although, he added, it should never supplant the direct line through supervisors.

"Apart from its value as a channel of communication, if the co-operation of the union is to be secured union officers must be given full information of each move well in advance. If a union officer learns about changes only through the stories of his own members after the event, his natural instinct is to oppose," Mr. Gossage said.

After a change has been successfully introduced it must be consolidated. A manager must remain on the watch for signs of reaction against the change. Here again, he said, good communication was important.

Radical technological change gives rise to great changes in conditions of work. For instance, "men accustomed to working in groups may be suddenly transposed to jobs

where they are alone for most of the day. Men accustomed to a regular flow of activity may find themselves watching dials and indicators with long periods of inactivity but constant demands for alertness. Such changes in group environment and work requirements may demand adjustments from the individual that may not be easy," the speaker pointed out.

Another difficulty may arise in connection with incentives. Incentives that worked under the previous conditions may be rendered useless by radical changes. "Individual piece-work rates would seem to have little value in a highly mechanized or automatic operation, and group piece-work rates may be equally inappropriate where no cohesive group exists and where the machine governs the pace of production." New types of rewards may have to be developed in such cases, he said.

In reference to the timing of technological changes, the speaker said it was obvious that change involving reductions in labour force will be accepted more easily and will cause less individual disadvantage when general employment is good and alternative job opportunities both within and without the organization plentiful.

The trouble is that often this is a time when change is inconvenient. When sales are good, managers are reluctant to embark on programs that may for a time lessen their productive capacity... Furthermore, when times are good there is less pressure on managers to seek change.

If change is withheld for a period of slackness, management should plan to offset for its employees the disadvantage of losing the employment opportunities which would have been available at a time of greater activity.

Rigid provisions in union contracts for assignment of men, distribution of work, control of work loads, and so on, "are often road blocks in the way of technological change," Mr. Gossage pointed out. "Worse still they lead in too many cases to bitter conflict over their modification."

Managers should constantly try to get such provisions removed from their agreements, and they should not wait for trouble before doing this. "It may well be worth while to pay now a relatively high price to be rid of a restriction that in the future may prejudice necessary and beneficial change," he said.

"Restrictive provisions in union contracts stem generally from failure of management to achieve the trust of employees in regard to their fair conduct of the business. The failure may not be of the management penalized; one company may have to pay for the sins of a neighbour or competitor," the speaker remarked.

He quoted the following extract from the report of the Director-General of the ILO to the International Labour Conference this June:

But rigid demarcation lines between changing skills, feather-bedding, unrealistic views on apprenticeship rates or length—these are among the factors which may clog technological progress. Again, unwillingness to take risks, inefficient work organization, the absence of management development policies and training facilities—these are also factors which block advance.

"Management is now on trial," said Mr. Gossage, "as to whether it can so handle technological change that employees, unions and the whole community will be content to deal with each problem on its merits as it arises, having confidence in the overall good intentions of management."

The penalty for failing to do this, he said, would be that management would find itself hampered by rigid and restrictive union contract provisions, and fettered by legislative requirements even more inflexible and harder to change. It was no use for private enterprise to deplore restrictions placed on it by society if it did not behave in such a way as to give society "confidence in its integrity and its recognition of a moral code acceptable to society," he declared.

"In this trial it is not only the specific action of managers in handling technological change that will be crucial," Mr. Gossage concluded. "Even more the outcome will depend on whether managers can in their day-to-day dealings create within their organization a way of life that will lead employees to believe they are truly partners in the enterprise."

### Ralph Presgrave

"The broad moral aspects of technological change" was the subject discussed by Ralph Presgrave, speaker at the conference dinner, whose address was titled, "What Price Technology?"

These aspects of technological change were divided by Mr. Presgrave into "two reasonably distinct areas of (a) what we do to get what we get, and (b) what we do with it after we have got it."

We can illustrate the two areas by way of two widely held notions—both of them partly right and partly wrong. The first is that industry has come to have social responsibilities as well as business responsibilities, and that one of these is to provide jobs for people. In a certain broad sense this is true and industry is looked to to give work as a secondary function. In another sense it is quite false. Actually it is the social responsibility of any commercial enterprise to provide as few jobs as it possibly can, other things being equal. The moment a business begins to create jobs it has taken a retrograde step, perhaps even an immoral

step. In case this should raise the wicked profit motive in some minds, may I point out that it would apply with as much, if not more, force in a fully socialistic economy.

The other popular notion is that this is a grossly materialistic age, demoralized by its own creations; that we started on the primrose path when we moved the privy from the backyard into the house. This is a familiar theme and it receives a lot of lip-service but not much else. At least nobody acts as if he believes it; nobody is trying to get the privy back where it belongs.

His comments, he said, related to price, "so perhaps first we had better look at what it is we have bought". He could see no point in dwelling on "the infinite detail of what technology has produced". Rather, he said, "we might look for and assess the common denominator."

In reference to the "price" we have paid for technological advance, Mr. Presgrave had said earlier that "when we try to appraise the cost of our amazing living standards in terms of the social problems they create, then numbers have no meaning and cost may well appear to be a matter of individual prejudice... I consider the price to represent an astounding bargain."

The speaker saw the benefits of technological progress as being reducible to a saving of time. "There is no doubt about what we have bought. We have bought time, the *sine qua non* of everything, and thereby produced one of the most remarkable phenomena the world has seen. In the brief span of two generations the average man has received a bonus of so much time for his own uses that a great many viewers-with-alarm have grave fears as to how he will spend it."

If there are moral problems—and you can be sure there are—they hinge in part upon what we are doing with the time we have saved. Some of it appears to have been frittered away or used to produce things we would be better off without. On the other hand it is time that has made possible the man-hours for medical research, for travel, for education, for cultural pursuits, for industrial research that ends by releasing even more time.

Not to get too high-minded—it has also produced great financial profit.

The lure of profit is not the only motivating force, nor is the scientific manager the only one who is devoted to the cause, Mr. Presgrave continued. "The medical scientist who prolongs useful life; the physicist who develops new sources of power; the chemist who produces new synthetics; the agronomist who increases the yield per acre; the geneticist who develops more productive hybrids...are essentially involved in the saving of time, whether they realize it or not."

Turning to the moral aspects of "how we buy time," Mr. Presgrave said that



technological progress almost invariably has the immediate result of human dislocation ranging from annoyance to distress. "When we come to deal with it, we are likely to become perplexed because we subscribe to two seemingly opposed concepts of morality."

He quoted from an article in the *Saturday Review of Literature*, called "The Anatomy of Co-operation," the quotation referring to the considerable debt we owed to "the group of industrialists, engineers, practical scientists and the like, who by tremendous concentration on material things have produced the technology which will be able to support two billion people at reasonable economic standards." This group, the article said, is now frowned upon in many quarters, on the grounds that material progress has been accomplished at the price of moral bankruptcy. "This view overlooks an important consideration: No society can put up with a morality which it cannot support technologically."

"Therefore," it was argued in the article, "if we are to have a philosophy or morality which takes into account economic rights, we must be able to support it." To this Mr. Presgrave added: "This raises the familiar and sometimes painful implication that general progress, or welfare, or survival may require individual inconvenience or suffering."

"Clearly we subscribe to two orders of morality which may come into conflict," Mr. Presgrave continued. "That conflict must be contained, for neither order can be carried to its logical conclusion or it would be self-defeating."

"We can no more contemplate unbridled freedom for individual notions of right and wrong, for that way lies social chaos and moral collapse," he said.

"Yet, within limits we believe in both orders," the speaker continued. "We admire non-conformists and we admire the concept of the team. Fortunately, over a wide area the morality associated with economic welfare coincides with the morality of individual freedom, or at least they can be reconciled without serious affront to either."

The reconciling of individual and group interests, Mr. Presgrave believed to be "better understood by trade union leaders than by almost any other group". They recognized that productivity must continue to rise, but they regarded it as their business to see that individual suffering from technological change was no greater than could be helped. "In their own affairs," he remarked, "they apply the principle without undue restraint. Some would suggest that they are too inconsiderate of their

own members, but it is probable that they are merely realistic."

The speaker raised the subject of feather-bedding. "To me and, I assume, to most here, feather-bedding is immoral on any count." From the economic standpoint it perpetuated the very abuses it proposed to cure, it depressed the living standards of all in a futile attempt to maintain the living standards of a few, and it usurped the confiscatory powers of government by taxing the public to support a preferred group in avoidable idleness.

In the early days of the Industrial Revolution, however, "in a period of public callousness, the inevitable layoffs gave rise to extreme suffering. Make-work was the only recourse a man had in the absence of social security." In those circumstances, he said, "we may doubt if anyone would regard such feather-bedding as anything but a normal and justifiable reaction."

Other sayings in Mr. Presgrave's address included the following:

"Most citizens accept the benefits of technology without thinking. The many good things and the leisure to enjoy them, instead of being welcomed as good fortune above all the world are regarded as inalienable rights. Any retrogression, or even any respite, becomes intolerable."

"Those who scorn the materialism of our system rarely have sufficient courage of conviction to refuse the benefits."

## Panel Discussion

The panel discussion that ended the conference was under the chairmanship of Prof. H. D. Woods, and was led by a representative of management and a representative of labour. All the speakers at the conference participated in it, with the exception of Dr. Shultz, who was unable to remain. Owing to pressure of time, discussion had to be limited to the panel members, and delegates at large were unable to join in.

The discussion leaders were Rex Complin, Industrial Relations Manager of Du Pont of Canada, and Gérard Pelletier, Director of Public Relations of the Canadian and Catholic Confederation of Labour, and Editor of the CCCL newspaper, *Le Travail*.

Both leaders opened the discussion by commenting on what had been said during the conference.

Mr. Complin said he believed that industrial relations people ought to get an insight into the practical application of the things they discuss. He had noticed a lack of interest on the part of such people when opportunities to gain first-hand knowledge of the working of new machines and methods presented themselves.

He pointed out that the impact of technological change was not confined to automation, but automation attracted attention because "it happens to be on our doorstep". He suggested that Dr. Forsey's comments regarding the position of Quebec workers in connection with technological change deserved thought, and he agreed with Mr. Gossage's views on the responsibilities of management.

Mr. Pelletier said that he had been made uneasy by the fact that broad questions were not being tackled. Does industry exist for man or vice versa? he asked. Opposite answers were given to that question, but he asserted that industry was made for man. He asked whether technological progress was an absolute or a relative end. Have we a right to discuss problems "within the closed circuit of our own prosperity"? The international and the national aspect could not be separated, he said. He wondered whether the political aspect of automation has been sufficiently considered.

Mr. Pelletier said that he agreed with Dr. Forsey regarding the deficiencies of Quebec education in connection with technological change.

Prof. Woods, who recently returned from an ILO mission to the Philippines, recalling Mr. Presgrave's remark that it was moral to support technological change and immoral not to do so, questioned whether that would always hold true in the under-developed countries. He said that in some of those countries there was a conflict over what kind of industry should be promoted. If public authority in those countries was not making the decisions in the matter it was definitely influencing the conditions in which decisions are being made. Mr. Presgrave said that he had been talking about the situation in this country. The question might not be a moral one in the Philippines, he agreed.

The under-developed countries, Dr. Forsey pointed out, are embarking on industrial development in an age very different from that in which the Industrial Revolution had begun in Western countries. People in the former countries, he said, will not put up with what people in Europe put up with a hundred years ago. The influence of the Communist societies on people in the backward countries that were trying to develop their industries was also a thing that could not be ignored.

Mr. Gossage said that the job of management belongs to management and not to the union, and he did not think it was for the union to take the initiative in technological change. Management, however, should welcome union help.

Dr. Forsey protested against taking anything he had said to mean that flexibility in long-term agreements meant flexibility of the kind that would leave management free to do as it liked in making technological changes. With reference to Mr. Pelletier's question about whether industry was made for man or man for industry, Dr. Forsey said that he thought the Quebec labour movement rendered a service by its insistence on getting down to fundamentals and reasons for action.

He agreed that in large industries the opportunities for union initiative in technological change might be limited, but in small industries he thought that unions might be able to do much more.

Dr. Westley thought that in the future there might be a shift from our type of society which emphasizes productive activity to a different kind of society. We liked to think of employment as producing, but men needed to be able to do something for which they could respect themselves. Social status was linked with the chance to compete. Economic morality, he said, must take into account all these things.

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## Sixteenth Conference, Canadian Association of Administrators of Labour Legislation

Problems of administration discussed by representatives of federal and provincial departments of labour. Special attention is given to labour departments' responsibilities in field of manpower training

Problems of administration were discussed by officials of the federal and provincial labour departments at the Sixteenth Conference of the Canadian Association of Administrators of Labour Legislation in Toronto, August 27-30, under the general

chairmanship of H. S. Elkin, Deputy Minister of Labour of Saskatchewan. The membership of the organization includes the federal and provincial departments of labour and all boards and commissions administering labour laws.

Special attention was given this year to all aspects of manpower training, with particular reference to the responsibilities of the departments of labour in this field. At a session devoted to the federal Labour Department-University Research Program, Prof. A. W. R. Carrothers of the University of British Columbia addressed the Association on the subject of his own research under the program: "The Labour Injunction."

The Conference also discussed problems arising out of the administration of labour relations legislation, changes during the year in legislation and administration, and recent developments in the International Labour Organization, and received reports from the Association's committees on apprenticeship, CSA codes, inspectors' training, and labour relations statistics.

F. A. Sweet, General Manager of the Canadian Standards Association, reported on the recently completed CSA Code for the Guarding of Punch Presses at Point of Operation which was prepared at the request of the C.A.A.L.L.

The officers of the Association elected for the coming year are: Past President, H. S. Elkin, Saskatchewan; President, W. H. Sands, British Columbia; 1st Vice-president, N. D. Cochrane, New Brunswick; 2nd Vice-president, J. B. Metzler, Ontario; Secretary-Treasurer, Miss Evelyn Best, Department of Labour, Ottawa.

The delegates were welcomed by His Worship Mayor Nathan Phillips of Toronto, and by the Hon. Charles Daley, Minister of Labour of Ontario. Mr. Daley emphasized the benefits to be derived from such conferences as that of the C.A.A.L.L., to which people come from all parts of Canada to discuss the problems with which they are confronted from day to day.

"This country is great, and it will be greater," he added, "to the extent that each province and each segment of the country works in co-operation one with the other for the good not only of one province but of all Canada." Mr. Daley also addressed the delegates at an informal dinner given by the Ontario Department of Labour.

Representatives attending the Conference included: *British Columbia*—W. H. Sands, Deputy Minister of Labour; C. R. Margison, Secretary, Board of Industrial Relations and Labour Relations Board. *Alberta*—Hon. Raymond Reiersen, Minister of Industries and Labour; J. E. Oberholtzer, Deputy Minister of Industries and Labour; K. A. Pugh, Chairman, Board of Industrial Relations; H. C. French, Secretary, Board of Industrial Relations. *Saskatchewan*—

H. S. Elkin, Deputy Minister of Labour; J. P. Kot, Director of Safety Services. *Manitoba*—W. Elliott Wilson, QC, Deputy Minister of Labour; E. G. Weeks, Administrative Officer.

*Ontario*—Hon. Charles Daley, Minister of Labour; J. B. Metzler, Deputy Minister of Labour; C. G. Gibson, Director of Technical Services; J. Finkelman, Chairman, Labour Relations Board; G. W. T. Reed, Vice-Chairman, Labour Relations Board; L. Fine, Chief Conciliation Officer; E. H. Gilbert, Chief Inspector; E. Billington, Chairman, Industry and Labour Board; E. G. Gibb, Director, Minimum Wage Branch; F. W. Ehmke, Chief Elevator Inspector; L. J. Hutchison, Chief Inspector of Boilers; B. W. Eck, Acting Director of Apprenticeship; D. B. Shaw, Member, Board of Examiners of Operating Engineers; Mrs. Josephine Grimshaw, Economist; Miss Alice Buscombe, Statistician; S. R. Johnston, Solicitor, Workmen's Compensation Board.

*Quebec*—Donat Quimper, Associate Deputy Minister of Labour; Conrad Lebrun, Vice-president, Labour Relations Board; Cyprien Miron, Director, Conciliation and Arbitration Service; Noel Bérubé, Assistant Director, Conciliation and Arbitration Service; E. C. Piédalue, Director, Apprenticeship Service; René Labelle, Director, Board of Examiners and Chief Inspector of Electrical Installations Service; Benoît Toussignant, Chief Inspector, Labour Relations Board; Wilfrid Beaulac, Chief Labour Inspector, Quebec District. *New Brunswick*—N. D. Cochrane, Deputy Minister of Labour; C. T. Chessman, Apprenticeship Supervisor. *Newfoundland*—G. B. Malone, Assistant Deputy Minister of Labour. *Nova Scotia*—Hon. Stephen T. Pyke, Minister of Labour; R. E. Anderson, Deputy Minister of Labour; R. S. Cochran, Director of Apprenticeship; Miss June Taylor, Statistical and Research Officer.

*Federal*—A. H. Brown, Deputy Minister of Labour; G. V. Haythorne, Assistant Deputy Minister of Labour; A. W. Crawford, Director of Training; Bernard Wilson, Director of Industrial Relations; W. R. Dymond, Director, Economics and Research Branch; Miss Marion V. Royce, Director, Women's Bureau; Miss Edith Lorentsen, Director, Legislation Branch; J. L. Mainwaring, Chief, Labour-Management Research Division, Economics and Research Branch; R. H. MacCuish, Training Branch; Miss Evelyn Woolner and Miss Evelyn Best, Legislation Branch; G. A. L. Gibson, Chief, Special Services, Regional Employment Branch, Unemployment Insurance Commission, Toronto.



# Canadian Vocational Training

## Advisory Council, 25<sup>th</sup> Meeting

Part that educators, government and industry might play in fitting Canadians for useful roles in working force major topic of discussion  
Vocational training courses for women and for farm youth recommended

The part that educators, government and industry might profitably play in fitting Canadians of all ages to fill useful, pleasing roles in the working force were discussed at the 25th meeting of the Canadian Vocational Training Advisory Council, held in Ottawa September 23 and 24.

The meeting, held under the chairmanship of Dr. G. Fred McNally, former Chancellor of the University of Alberta, was attended by representatives of provincial governments, industry, organized labour, education and the federal Government.

The growing importance of vocational and technical training was stressed by Deputy Minister of Labour Arthur H. Brown in welcoming delegates to the meeting. He expressed his pleasure at the fact that Council had included in its agenda provision for discussion on vocational training for women in various fields, and for those individuals interested in agriculture.

A preliminary report on studies made by the Industrial Foundation on Education was presented by S. H. Deeks, Executive Director of the Foundation. The organization, it will be recalled, was brought into being by the National Conference on Engineering, Scientific and Technical Manpower held at St. Andrews, N.B., in September 1956 (L.G., Dec. 1956, p. 1520).

Mr. Deeks outlined problems found in efforts made to determine the kinds, numbers and training requirements of technicians in Canada, explaining that these problems are of great complexity and are continuing to grow as the country's economy becomes more industrialized.

There is a need for technicians in Canada today, said Mr. Deeks, and the demand is likely to increase in the future. He noted that much of the demand to date had been met through immigration, in-plant training and from graduates of technical institutes.

He warned, however, that an endless supply of technical manpower from abroad would not be forthcoming, and as a result Canada must find ways and means of increasing training facilities for technicians. He felt that industry is becoming increasingly aware of this situation, and is taking a greater interest in finding solutions.

Some matters that could profitably be discussed, arising from his report, were suggested by Mr. Deeks. They were as follows:

The need for the stimulation of greater interest on the part of employers in assisting to define and solve our educational problems.

The extent to which correlation exists between work that must be performed and the technical training that needs to be provided.

The need for establishing different levels of educational qualifications in the area between graduation from secondary school and graduation from university identified with work of various levels between skilled craftsmen and the professional area.

The need for national recognition of the technical educational standards that may be established related to these different levels.

The need for establishing a means by which existing personnel falling within these categories may have their technical educational qualifications evaluated in terms of the standards established.

The need to provide some evidence which will be useful to employers and others which will indicate the level in which these personnel fall.

The value to education of having a central point of contact within the area of employment.

The value of establishing a central point of contact within the area of training.

The possibility of the Advisory Council becoming this point of contact.

The need to attach prestige and status to the levels of education finally established, especially the top level, as a means of stimulating students to enter this type of training.

The value of holding a conference this fall at which both the area of training and the area of employment will be more widely represented, which would discuss these proposals in more detail and implement action to place them into effect.

Council felt that the Foundation should have its fullest support in the work being carried out, and in this connection passed the following resolution:

WHEREAS this Council has a special interest in matters related to the description, qualifications, training and supply of that category of worker currently referred to as technicians; and

WHEREAS Council is of the opinion that there is a rather widespread desire for the setting up, on a voluntary and co-operative basis, of a nation-wide system of standards in respect of classification, qualification and training of technicians; and

WHEREAS the Training Branch of the Department of Labour has in prospect the pursuing of a project in these regards to be carried forward by an officer to be specially appointed for the purpose; and

WHEREAS Council has heard with interest and appreciation the statement made by Mr. S. H. Deeks, on behalf of the Industrial Foundation on Education, entitled "Some Problems In Determining The Kind, Numbers And Training Requirements of Technicians in Canada"; and

WHEREAS it has been indicated that the major immediate interest of the Foundation is to canvass and crystallize the views of industrial employers with respect to the classifications of technicians in general, and in specific fields, and to determine the functions of such technicians, and to advise with respect to their supply in relation to need, and as to their appropriate qualifications and training; and

WHEREAS it is the expressed desire of the Foundation to work in close co-operation and liaison with the Training Branch of the Department of Labour, and through it with the provinces, in developing and supporting suitable programs of training;

THEREFORE be it resolved that this Council express its appreciation of the work so far done by the Foundation, and assure the Foundation that Council looks forward to future co-operation from it in this matter of mutual interest and to participating in the promotion of and action required to accomplish mutual objectives outlined above.

An extensive skilled manpower training survey is presently being carried out by the Economic and Research Branch of the Department of Labour, and a report on this survey was given to Council by Dr. W. R. Dymond, Director of the Branch.

The survey is being carried out with the co-operation of industry and representatives of provincial governments, and to date has furnished the following information:

—There is a great difference prevailing in industry in the degree to which mechanization has advanced. Larger firms are more mechanized than smaller ones, but this has not tended to change to any great extent the composition of the labour force.

—It was learned that industry in its demand for workers now seeks persons with a better education than heretofore, especially in the fields of mathematics and science. These individuals are the ones who become technicians.

No precise definition of the term "technician" was voiced but it was generally agreed that a technician is a worker at

that level that exists between the highly-skilled worker and the person who has professional status.

Miss Marion Royce, Director of the Women's Bureau, Department of Labour, informed Council that a survey has disclosed that 25 per cent of Canada's labour force is made up of women. She thought greater opportunity should be afforded women in the field of vocational training, so that they could take advantage of the positions available in industry.

"Most girls," said Miss Royce, "anticipate some working experience as well as marriage." She thought there were many vocational courses in which women were not encouraged to participate to the extent to which they are capable. There is a great need, she believed, for counselling and courses for mature women that would build confidence and skill in them.

Commenting on the remarks of Miss Royce, Mrs. Rex Eaton, President of the National Council of Women, suggested that a review of vocational training facilities for women might be undertaken. Council unanimously backed this proposal.

J. A. Ferguson, a director of the Canadian Federation of Agriculture, urged that some consideration be given to extending vocational training to the field of agriculture.

Mr. Ferguson felt that farm boys and girls intending to remain in agriculture should receive a minimum of grade 10 general academic schooling and then two years of vocational training in agriculture or domestic science.

A determined effort should be made, Mr. Ferguson said, to bring the benefits of good vocational training to a high proportion of farm young people. Farm organizations might accept responsibility for convincing farmers that such a need exists, he thought.

He concluded by saying that young farmers—men and women—who leave school too early should, in his opinion, be encouraged to resume their schooling through a balanced program of short courses, which might culminate in a school of agriculture or a university.

The next meeting of the Council will likely be held in the first quarter of 1958; the exact date was left to the discretion of its chairman.

# 89<sup>th</sup> Annual Conference of British Trades Union Congress

Unusually quiet convention defeats proposal to streamline structure of the organization, rejects Government's appeal for wage restraint  
Almost 1,000 delegates represented more than eight million members

The 89th annual conference of Britain's Trades Union Congress, held at Blackpool September 2 to 6, was almost devoid of conflicts of opinion; it was the only congress within memory at which a card vote was not called for. Nearly 1,000 delegates representing more than 8,300,000 trade unionists attended.

Two issues dominated the pre-convention discussions: a proposal to streamline the structure of the TUC, and a resolution rejecting wage restraint. The first failed to engender the expected controversy and the proposal was rejected; the second was adopted without dissent and without a great deal of discussion.

The loudest applause of the five-day conference was given to Walter Reuther, fraternal delegate from the American Federation of Labour and Congress of Industrial Organizations. The only loud booing of the congress occurred when a delegate raised a lone voice in favour of Russia's actions during the Hungarian uprising.

Gordon Cushing, Executive Vice-president of the Canadian Labour Congress, was fraternal delegate from the CLC.

Elected TUC Chairman for the coming year was Tom Yates, General Secretary of the National Union of Seamen, who was TUC fraternal delegate to the 1955 convention of the Trades and Labour Congress of Canada.

It was reported at the convention that membership of the TUC had reached a record number: 8,304,709 in 184 affiliated unions, an increase of nearly 41,000 during the past year.

## President's Address

In his address to the convention, Sir Thomas Williamson, TUC President, warned Britain's employers that out-of-date attitudes might lead to anarchy. Employers "must decide between autocracy and anarchy on the one hand and industrial democracy on the other," he declared.

Trade unions choose democracy through consultation and negotiation, and employers will have to do the same, he said.

He expected unionists to honour agreements and use established machinery to make new ones, Sir Thomas told the delegates. "If we are determined to safeguard unity and democracy within the movement and maintain our prestige and influence in the community, then we must condemn and restrain those who organize, promote and lead unofficial movements and unofficial strikes," he said.

Because the withdrawal of labour was so serious a step, men should not be called on to strike except under constitutional trade union authority and only when all other methods of negotiation had been exhausted.

"There is no virtue in striking when there is no real need to do so," he said. "Every dispute must end in a settlement; and we should work for a solution before a stoppage takes place, even though it may call for patience and forbearance often in the face of provocation."

He rejected the idea that industrial relations in Britain were worsening, even though it was true that the lost-time total this year would exceed that for any year since 1926. Few industrial countries had had a better postwar record than Britain for peace in industry.

Sir Thomas then warned that "peace in industry is not a political issue nor should it be made into one" by the Government, the employers or the unions. "As a movement we renounce any challenge to the sovereignty of Parliament. If we dislike a government—and I am certain we have no affection for this one—we resist the temptation to dislodge it by industrial action. In a democracy, trade unionists, like all other citizens, have political rights; but we cannot and ought not to claim political privileges because we are trade unionists."

The best safeguard of industrial peace was the system of collective bargaining, he added.

Earlier in his address Sir Thomas said the TUC, and other free trade unions in Europe, wanted full employment "clearly" written into any agreement for a European common market.



## Walter Reuther

Speaking as fraternal delegate from the American Federation of Labour and Congress of Industrial Organizations, AFL-CIO Vice-president Walter Reuther gave the convention delegates his views on automation, anti-Communism and corruption in United States unions.

Workers in the U.S. welcomed automation, he said, "but we are determined that the fruits of abundance that these new tools make available shall be geared to the needs of all the people, to raise the standards of living of the many rather than to raise the standards of luxury of the few".

On the threat of Communism he said: "If the new Soviet look has fooled anyone, the brutal attack and the costing of Hungarian freedom by Soviet military might should have brought about disillusionment."

Mr. Reuther described the world's free labour movement as freedom's best hope and warned that a program of negative anti-Communism would not meet freedom's challenge. "The forces of freedom are more than equal to the challenge if we take the offensive through a positive program of economic and social action against poverty, hunger and human desperation everywhere in the world," he said.

Mr. Reuther assured the TUC that United States labour leaders were determined to eliminate crooks and racketeers from their ranks. "We are saddened, as you are saddened, by headlines about corruption and racketeering in the American labour movement," he said. "This is a small minority. Our leadership is determined that we will drive from our movement every crooked racketeer."

If someone wanted to make a "fast dollar" and was more concerned with making money than with the welfare of his members, he would be told he would not be tolerated in the ranks of the American labour movement, he promised.

## Gordon Cushing

Canada has a "serious" unemployment problem and is "terribly short of suitable housing," Gordon Cushing, Executive Vice-president of the Canadian Labour Congress, told the convention, which he addressed as fraternal delegate from the CLC. Therefore he warned against immediate migration to Canada.

He pointed out, however, that the CLC was not opposed to immigration. He quoted from his organization's submission to the Gordon Commission:

We are not opposed to immigration. We do not want to keep all the milk and honey

of the land of Goshen for ourselves. On the other hand, we are not in favour of simply shovelling immigrants into the country as fast as ships can bring them. Immigrants are human beings, not spare parts. They have to be brought into the life of the nation and the local communities where they settle. They have to be housed. If there are no jobs for them, they cannot be stored until they are needed... We are in favour of an immigration policy based, as the present policy is, on the country's capacity to absorb immigrants.

Mr. Cushing spoke also of the extent of control over Canadian industry exercised by non-resident companies, which he termed "one of Canada's great problems". He pointed out that investment from other countries in Canadian industry had more than doubled since the Second World War.

"The significant thing about this external investment," he went on, "is that it controls about one-third of Canadian business." In manufacturing, it represented about 50 per cent of the total; in mining, smelting and petroleum exploration and development, almost 70 per cent.

"Since these important sectors of the economy give employment to roughly half of the wage and salary earners in Canada, the opinion of these industries is of direct concern to thousands of workers and to organized Labour."

The policies laid down by United States firms for their branch plants in Canada do not always operate to the benefit of the Canadian worker or Canadian public, Mr. Cushing declared. He pointed to the effect on Canadian exports when it is a parent company that decides which of its subsidiaries should fill an order from abroad.

This kind of thing is not good for Canada. It is not good for Canadian workers. It does not promote the growth of Canadian industry. People outside Canada are in a position to prevent, or retard, the development of what might prove to be economically sound industries that would afford employment at good wages to a considerable number of Canadian workers.

The CLC has also found that Canada was being used as a testing ground for labour relations, he commented.

Earlier, Mr. Cushing had declared that "Canada has become almost a full-fledged welfare state". He pointed out examples of the welfare and social legislation now existing in Canada: family allowances, workmen's compensation, unemployment insurance, pensions for the blind and disabled, mothers' and widows' allowances, veterans' pensions, old-age assistance. The one object left to be accomplished is "a comprehensive program of health care on a nation-wide basis."

The CLC officer foresaw a larger industrial labour force and a tremendous expansion in Canada's manufacturing and industrial life as a result of the trend, still continuing, of population shifting from the farms to the cities.

"Because of industrial development and increased man-hour production, we will continue to press for higher wages and better working conditions," Mr. Cushing told the conference. "We do not oppose automation; we favour it," he continued. "But we want the workers and consumers to benefit by it."

At the beginning of his address, the CLC Executive Vice-president told the TUC of the progress made in unifying the Canadian labour movement. The CLC now represents some 80 per cent of the total organized labour force in Canada, the CCCL approximately 7½ per cent, and "we feel confident that in the not-too-distant future they will be part of our Congress," he said.

### Wage Restraint

The TUC rejected the Government's appeal for wage restraint.

Delegates approved, without dissent, a five-point resolution that:

- Condemned the Government's "refusal to accept its responsibility" to deal effectively with prices and profits and protested its "persistent disregard of the views expressed by the trades union movement";

- Declared that the TUC, while not wishing to chase an inflationary spiral, was not prepared to accept the imposition of a policy that would debase the living standards of the workers;

- Rejected the principle of wage restraint in any form while re-affirming its determination, while profits and prices remained uncontrolled, to take steps industrially to ensure that wages kept pace with rising costs;

- Affirmed belief and confidence in collective bargaining and the right of unions to pursue justifiable wage claims; and

- Urged trade unionists to work for the early return of a Labour Government pledged to the task of applying these principles.

Frank Cousins, General Secretary of the Transport and General Workers' Union, who proposed the resolution, explained the meaning of the reference to industrial action in the motion. "We mean that we shall be prepared to take every step through negotiation and, if appropriate, through arbitration; but we shall also reserve the right to withdraw labour."

As far as possible, he said, the unions would use powers of persuasion. But there

were times when they came up against people who recognized only the persuasion of power.

### Nuclear Weapons

The Congress called for an immediate halt to the manufacture and testing of nuclear weapons.

The three-part resolution that was carried on the convention's final day (1) viewed with concern the growing health hazards and danger to world peace arising from the continued testing and manufacture of atom and hydrogen bombs, "which should cease immediately"; (2) asked the General Council to press the Government to propose to the governments of other nations concerned the immediate unconditional suspension of tests as a first step to banning all nuclear weapons; and (3) urged the Council to press for an immediate inquiry by the Government into health hazards arising from the use of radioactive materials.

The mover of the motion declared that Britain's wealth was being squandered on perfecting weapons of such terrible destructive power that to use them would be tantamount to national suicide. He called for a demonstration in London in which every trade union should be asked to participate.

The seconder of the resolution said that the united action of the trade union movement could compel a new direction of government policy and an end to the hydrogen bomb.

### European Free Trade Area

The General Council's report on proposals for a European Free Trade Area, which recommended TUC collaboration with the Government's plans, came under sharp attack but was eventually endorsed by the convention.

Presenting the report, W. L. Heywood, Chairman of the economic committee, said that after careful consideration of the probable effects on full employment and workers' living standards, the Council had decided that it was right that the TUC should be associated with the principle. He emphasized that the initiative was not with Britain and the question was whether Britain could afford to disregard this move towards closer economic collaboration.

The Council had asked the Government to see that full employment was maintained and that the impact of the change was softened, for those most likely to be effected, by compensation for displaced workers and financial help for those having to undergo retraining or having to move to new areas.

If the Government would give the unions full employment, they could look after their members and protect their standards, he said.

Critics of the Council's recommendation were afraid that standards in Britain would be reduced to the level of those in the country with the greatest unemployment.

## Other Resolutions Adopted

### Health Scheme

A resolution calling for an end to the charges on prescriptions under Britain's national health scheme, the abolition of special contributions to finance the health service and the removal of restrictions on spending on hospitals was carried unanimously.

Another resolution on the health scheme, also adopted, expressed concern at the decrease in trade union representation on hospital boards, management committees and hospital boards of governors. It pledged support to the General Council in its efforts to obtain wider representation of trade unionists in the health service.

### Pensions

The Labour Party's proposals for a national pensions scheme ultimately linked to earnings received the unanimous backing of the delegates.

Previously, the TUC had always insisted on flat-rate, non-contributory pensions. The decision at this year's congress means, in effect, that it will now agree to a contributory scheme in which pensions will vary in size and will be related to the pensioners' past earnings.

A resolution calling for an immediate and substantial increase in pensions, with periodic reviews to keep them in line with the cost of living, was unanimously adopted.

### Nationalization

A resolution charging delay by the General Council in implementing plans for expansion of nationalization into other industries and services was carried without dissent, but several delegates abstained from voting.

A resolution calling for nationalization of the machine-tool industry was carried.

### Other Resolutions

A resolution recording that the Congress was "profoundly disturbed at the demise in repeatedly increasing numbers of national and provincial newspapers" was carried. The resolution instructed the General Council to press for an immediate investigation, "not excluding a reference to the

Monopolies Commission," in cases where newspapers ceased publication because of controllable causes such as the rise in the price of newsprint. The same resolution also asked the Council to take "all appropriate action to halt monopolistic tendencies in the field of publication".

Other resolutions adopted included those:

—Declaring that national planning for automation, in which there should be effective participation of trade unions, was essential;

—Expressing concern at the decline of house building because of the Government's monetary policy, condemning the Government for providing houses "on ability to pay rather than need" and calling for a decrease in the interest rate;

—Expressing support for affiliated unions in efforts to establish an eight-hour day and 40-hour week for all manual workers without loss of pay;

—Expressing concern at the shortage of suitably trained technical workers in industry and calling for an increase in the number of technical schools, in technical teachers salaries and in schemes for "sandwich" courses in industry;

—Calling on the "next Labour Government" to repeal the Rent Act (As originally submitted, this resolution urged the TUC to support a 24-hour strike in protest against the Act, which permits rent increases in the near future.);

—Complaining that many banks denied their staffs the right of collective bargaining;

—Demanding recognition of unions in the retail distributive trades;

—Approving unanimously a proposal to raise £500,000 for the International Solidarity Fund set up by the International Confederation of Free Trade Unions to develop trade unions in under-developed countries;

—Condemning the absence of legislation to regulate shop hours and health and safety conditions in non-industrial employment;

—Approving an arrangement under which Odhams Press will publish the *Daily Herald* under licence for 25 years (The General Council's report on the agreement pointed out that the TUC had been faced with the threat of the paper's ceasing publication.); and

—Calling for the admission of Communist China to the United Nations (carried unanimously).

A section of the General Council's report that praised the "heroic fight of the Hungarian people" last year was approved. A



delegate who declared that the Soviet Union was "correct" in answering the call from the Hungarian Government was booed.

## **Resolutions Defeated**

### **Union Structure**

A composite resolution asking the General Council to conduct a survey and make a report to next year's congress to help in streamlining the trade union movement was defeated by a substantial majority in a private session. Earlier it had been suggested that the resolution be referred to the Council without debate.

Sponsors of the motion, which aimed at 30 large unions in place of the present 184, were the National Union of Railwaymen, the National Union of Public Employees and the National Union of Tobacco Workers. All three believe in "industrial" unionism and have frequently been in dispute with other unions in their own industries.

### **Jurisdictional Disputes**

An appeal that the TUC should appoint a three-member tribunal to settle inter-union disputes was rejected. Sir Vincent Tewson, TUC General Secretary, assured delegates that "999 out of 1,000" disputes could be handled by the General Council under existing machinery.

### **Research Department**

A demand that the TUC set up a special department to collect and publish information on wage agreements and methods of incentive payments was rejected. If the TUC did the job, a supporter of the resolution said, it would avoid 184 unions' doing it 184 times. The TUC General Secretary pointed out that there was already a department that did exactly the work requested and that if any union thought its demand for information was not adequately met, the service would be improved.

### **Referred to General Council**

A resolution calling for reimposition of price controls and subsidies on basic commodities was referred to the General Council.

Reduction of maximum working hours for women and young persons from 48 to 44 hours, with an overtime limit of 60 hours a year, was called for in a composite resolution on the Factories Acts. The motion was referred to the General Council for consideration.

Another resolution referred to the General Council welcomed the recent lifting of some restrictions on trade with China and urged the abolition of remaining restrictions.

## **Election of Officers**

Chairman of the Trades Union Congress for the coming year and president of next year's convention is Tom Yates, General Secretary of the National Union of Seamen. He joined the NUS 44 years ago and has been a member of the TUC General Council since 1948, the year he was elected his union's general secretary.

Five seats on the General Council were contested; they had been vacated by members who had reached the retirement age. The remaining incumbents on the 35-member council were all returned to office, 20 by acclamation.

The five seats were won by W. M. Talton, Amalgamated Engineering Union; B. Walsh, Colliery Overmen, Deputies and Shotfirers; L. Sharp, Dyers, Bleachers and Textile Workers; R. Smith, Union of Post Office Workers; and L. Poole, National Union of Boot and Shoe Operatives.

Two leading Communists who sought election to the Council were decisively defeated. Arthur Horner, General Secretary of the National Union of Mineworkers, was defeated by Mr. Walsh, 6,305,000 votes to 2,187,000.

Frank Haxell, General Secretary of the Electrical Trades Union, received only 591,000 votes and placed last in the voting for the representative of the engineering and vehicle building group.

W. B. Beard of the United Pattern Makers' Association was named fraternal delegate to the CLC's 1958 convention.

# Industrial Fatalities in Canada during Second Quarter 1957

Deaths from industrial accidents\* decreased by 38 from the previous three-month period. Of the 285 fatalities in the quarter, largest number, 71, occurred in construction; 48 occurred in transportation

There were 285\* industrial fatalities in Canada in the second quarter of 1957, according to the latest reports received by the Department of Labour. This is a decrease of 38 from the previous quarter, in which 323 were recorded, including 31 in a supplementary list.

During the second quarter of 1957 there were five accidents which resulted in the deaths of three or more persons in each case. On April 7, the five persons on board the tug *Glenfield* were lost when the tug disappeared while on a voyage between Liverpool, N.S., and Saint John, N.B. In another accident involving a tug, four crew members of the tug *John Pratt* were drowned in Montreal harbour on April 24

when the tug suddenly capsized while assisting a freighter to dock. An aircraft crash at Port Hardy, B.C., on June 23 resulted in the deaths of the pilot, co-pilot and two men who were travelling in connection with their work. Fourteen persons were killed in this accident, which occurred when the aircraft crashed while attempting an emergency landing.

Two accidents resulted in the deaths of three persons in each case. On April 26, three loggers were drowned in the Bersimis River, Que., when the boat in which they were travelling capsized. A plane crash on June 19, at Telegraph Creek, B.C., cost the lives of the pilot, a mining engineer and a government official.

Grouped by industries (see chart p. 1199), the largest number of fatalities, 71, was in construction. This includes 26 in buildings and structures, 24 in highway and bridge construction and 21 in miscellaneous construction. In the same period last year, 53 fatalities were recorded in this industry: 20 in buildings and structures, 19 in highway and bridge construction and 14 in miscellaneous construction. During the first quarter of 1957, 64 construction fatalities were listed: 27 in buildings and structures, 21 in miscellaneous construction\* and 16 in highway and bridge construction.

During the second quarter, accidents in the transportation industry were responsible for 48 deaths, of which 17 were in water transportation, 11 in steam railways and eight in air transportation. For the same period in 1956, 46 deaths were reported, including 15 in steam railways, 14 in local and highway transportation and nine in water transportation. Work injuries in this industry during the first quarter of 1957 were responsible for 56 deaths, of which 22 were in local and highway transportation, 16 in steam railways and 15 in water transportation.

In manufacturing there were 45 fatalities; of these, 12 were in wood products, nine in iron and steel and five in transportation equipment. During the same period in 1956, 37 were recorded, of which eight were in food and beverages, six in each of

\*See Tables H-1 and H-2 at back of book.

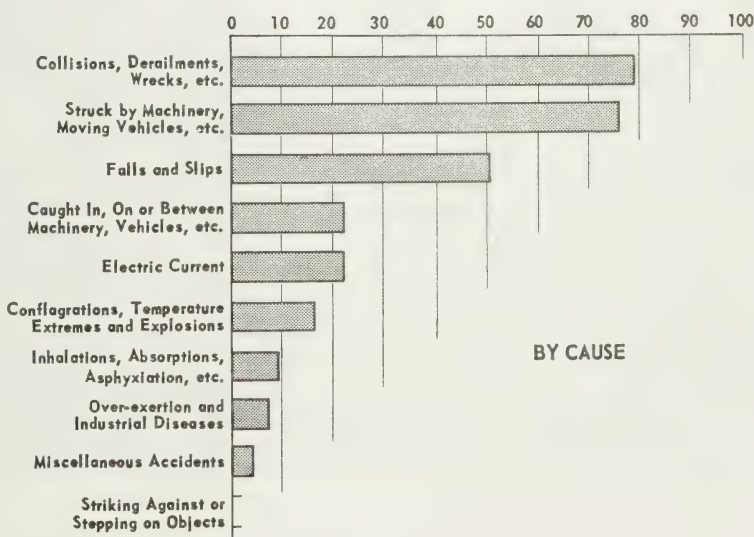
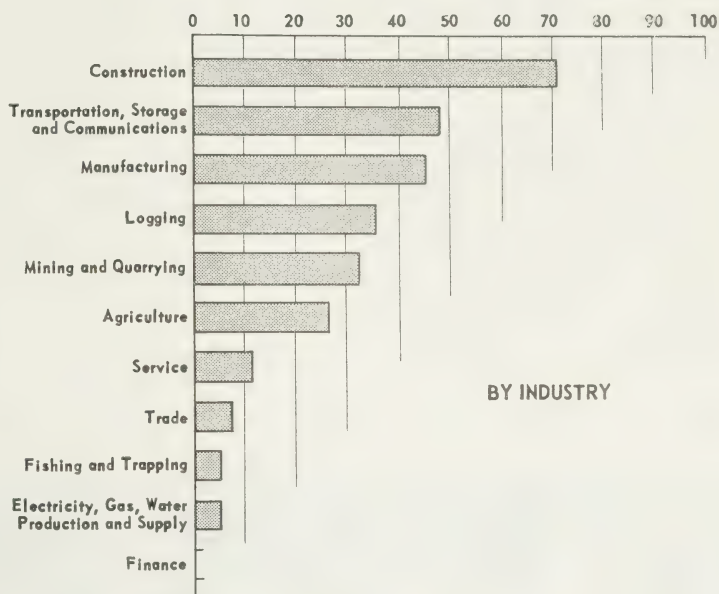
†The number of industrial fatalities that occurred during the second quarter of 1957 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 73 fatalities for which no official reports have been received.

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

# INDUSTRIAL FATALITIES IN CANADA

Second Quarter of 1957



Source: Economics and Research Branch, Department of Labour.



the transportation equipment and chemicals groups and five in wood products. Accidents in this industry in January, February and March 1957 cost the lives of 53 persons, including 14 in iron and steel, 12 in wood products and 10 in the transportation equipment group.

Accidents in the logging industry resulted in the deaths of 35 persons during the second quarter of 1957, a decrease of 17 from the 52 recorded during the same period last year. In the first quarter of 1957, 33 lives were lost in this industry.

Mining accidents caused the deaths of 32 persons during the quarter under review, 20 in metalliferous mining, seven in coal mining and five in non-metallic mining. In April, May and June last year 62 fatalities were reported in the industry, including 43 in metalliferous mining, 10 in coal mining and nine in non-metallic mining. During the first quarter of this year 43 fatalities were listed: 24 in metalliferous mining, 13 in non-metallic mining and six in coal mining.

There were 26 industrial fatalities recorded in agriculture during the quarter under review, a decrease of four from the 30

reported during the same period last year. During the first three months of 1957 accidents in agriculture resulted in the deaths of 14 persons.

An analysis of the causes of these 285 fatalities (see chart p. 1199) shows that 79 (28 per cent) of the victims had been involved in "collisions, derailments, wrecks, etc." Within this group the largest number of deaths was caused by watercraft (22), automobiles and trucks (20), and tractors, loadmobiles, etc. (16). In the classification "struck by tools, machinery, moving vehicles or other objects," 76 (27 per cent) deaths were recorded; of these, 45 were in the category "other objects," 17 involved "moving vehicles" and 14 were a result of accidents involving "tools, machinery, etc." "Falls and slips" were responsible for 50 fatalities during the period; 49 deaths were caused by falls to different levels.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 87. In Quebec there were 64 and in British Columbia 62.

During the quarter there were 102 fatalities in April, 102 in May and 81 in June.



Presentation of Lasker Film Award for best film on rehabilitation at Seventh World Congress of the International Society for the Welfare of Cripples. Holding the trophy, won by the Ontario Workmen's Compensation Board, is H. Hall Popham of the Canadian Council of Crippled Children and Adults. Onlookers (left to right) are: Dr. F. Bach of the Congress program committee, London, England; Miss Mary E. Switzer, Office of Vocational Rehabilitation, Washington; and Ian Campbell, National Co-ordinator, Civilian Rehabilitation, Department of Labour.

# 7<sup>th</sup> World Congress, International Society for Welfare of Cripples

More than 1,000 delegates from 47 nations attended congress, which is recognized as foremost gathering of those interested in rehabilitation

Recognized as the foremost gathering of those interested in rehabilitation, the Seventh World Congress of the International Society for the Welfare of Cripples was held in London, England, in July. More than 1,000 delegates from 47 nations attended; 19 international organizations concerned with the rehabilitation of the disabled, including the United Nations and its specialized agencies, were also represented.

Speakers and their subjects were: Rt. Hon. Viscount Hailsham, QC, United Kingdom Minister of Education, "Planning for Victory over Disablement"; David A. Morse, Director-General of the International Labour Organization, "Ways Back to Working Life"; Major-Gen. M. J. Maas, Chairman, President's Committee on Employment of the Physically Handicapped (United States), "Placement and Employment"; and Dr. Gudmund Harlem, Minister of Health and Social Affairs, Norway, "Planning for Victory over Disablement: The Advance, Integration and Application of Knowledge".

Addresses opening the sessions on each day of the Congress were given by The Duke of Devonshire; Dr. Howard A. Rusk, Society President; E. S. Evans, CBE, Congress Committee Chairman; and Dame Enid Russell-Smith, DBE, Deputy Secretary, United Kingdom Ministry of Health.

Ian Campbell, National Co-ordinator, Civilian Rehabilitation, Canada, was chairman of a meeting discussing "The Agricultural Worker and His Problems".

Mr. Campbell was also asked to participate in the acceptance of the Lasker Film Award, presented for the best film on rehabilitation. The award was won by the Ontario Workmen's Compensation Board for its film, "Team Work in Action". Mr. Campbell is a former Chief Rehabilitation Officer of the Ontario Board and was the first Superintendent of the Board's Rehabilitation Centre at Malton.

The award was accepted by H. H. Popham, President of the Canadian Council for Crippled Children and Adults.

During the five-day Congress, panel discussions were held on "Education of the Community and the Individual", "Pathways to a Fuller Life", "Placement and Resettlement of the Individual in Society" and "Propaganda Films and Other Media".

Among the Canadians participating in the Congress were: H. H. Popham, President of the Canadian Council for Crippled Children and Adults, who led the discussion on rehabilitation services for children; Dr. Gustave Gingras, Medical Director, Rehabilitation Institute of Montreal, and Associate Professor, University of Montreal Faculty of Medicine, who gave the opening address in a discussion on rehabilitation of the hemiplegic; Dr. C. McCann, St. Johns, Newfoundland, who presented a paper on muscular dystrophy; Dr. A. F. Buckwold, Pediatric Director, Physical Restoration Centre, Saskatoon, who led the discussion on cerebral palsy; Dr. Keith S. Armstrong, of the Canadian Council for Crippled Children and Adults, who was chairman of one of the sessions; and Dr. A. T. Jousse, Medical Director, Lyndhurst Lodge, Toronto, who was one of the speakers at a session on paraplegia.

The discussion on the agricultural worker and his problems, of which Mr. Campbell was chairman, was opened by Dr. Aguilera, National Co-ordinator of Rehabilitation, Guatemala, who took part of his training in Canada under United Nations auspices.

Canada was cited as an example of how the problem of developing co-ordination in rehabilitation could be tackled, in a speech by Kurt Hansson of the United Nations.

The Congress was presided over by the Duke of Devonshire.

Sir Kenneth Coles of the Society of Crippled Children of Australia was elected President of the International Society for the Welfare of Cripples, succeeding Dr. Howard A. Rusk of the United States. The next world congress will be held in New York in 1960.



# Task of Women Trade Unionists

Overcoming indifference most vital task facing women trade unionists'  
ICFTU-ITS committee agrees. Greater representation in unions urged

Overcoming indifference is the most vital task facing active women trade unionists today, and it will be overcome only if more attention is given to women's special needs and difficulties, it was decided at a recent meeting of the ICFTU-ITS Advisory Committee on Women Workers' Questions.

Women cannot be treated as mere ciphers in the trade union movement, it was noted, since they have a different background, interests, family ties and domestic duties from men, and will become effectively organized in trade unions only if these facts are recognized and acted upon.

One way to achieve such an end is by ensuring greater women's representation at all levels of the trade union organizations and professional associations which cater to women workers.

The Committee stressed the need for women to participate at all stages of trade union training, and pointed to the need to adapt syllabuses and time-tables to their particular needs.

It was felt, also, that women must play a greater part in writing and editing articles for the trade union press, which at present is concerned too exclusively with men's affairs.

The Committee met in Brussels, under the chairmanship of Wilhelmina Moik, of the Austrian Trade Union Federation. The Committee is composed exclusively of women—five representing affiliated organizations, and seven international trade secretariats of industries employing large numbers of women.

\* \* \*

Resolutions designed to promote the economic advancement of women were adopted at the twelfth assembly of the Inter-American Commission of Women.

One of the resolutions, which was adopted by eight votes in favour, two against and eight abstentions, calls for a global study on the access of women to training and employment in the principal professional and technical fields; requests the secretary-general of the United Nations, as a first step in the project, to collect information and prepare, in co-operation with the

specialized agencies concerned, a report on the availability of opportunities for women as jurists, architects and engineers. Government members of the United Nations and of the specialized agencies, as well as non-governmental organizations in consultative status, are invited to reply to a questionnaire.

\* \* \*

Working mothers who flit from job to job have the highest rate of delinquent sons. That is the "guarded conclusion" of two Harvard University criminologists, Dr. Sheldon Glueck and Dr. Eleanor T. Glueck, his wife, after studying data on 500 delinquent boys compared with another 500 who did not get into trouble.

They suggested in an article in the magazine *Mental Hygiene* that off-and-on working mothers were a "different breed" from women who were regularly employed. The steadily working mother, as differentiated from the mother who can afford to stay home as a housewife, appears to be interested in the need or duty to add to the family income, the Gluecks reported.

\* \* \*

Commenting on women's professional participation in the Ontario Public Health Laboratory Service, Dr. L. E. Elkerton, D.P.H., Director of the Division of Laboratories, said recently that women predominate in a ratio of more than 2 to 1 with men in the staffs of the 14 departmental laboratories which employ a total of more than 400 civil servants. At the same time, however, he said that only few women complete a civil service career to retirement age and proportionally there are many more men who pursue a career in medical laboratory work until they reach retirement.

The Women's Bureau was established to help bring about a better understanding of the problems of women workers and their jobs and to promote good labour standards in all fields of women's employment. It studies the particular problems of women workers and publishes the results of such studies, and makes available information regarding occupational opportunities for girls and women.



# 50 Years Ago This Month

Report of Royal Commission appointed in February 1907 to inquire into dispute between Bell Telephone Company, Toronto, and its operators published in September; recommendations summarized in October issue

The report of a Royal Commission appointed in February 1907 to inquire into the dispute between the Bell Telephone Company and its operators in Toronto, which had led to a strike at the end of January (L.G., March, p. 308), was published in September, and was the subject of a special article in the *LABOUR GAZETTE* for October 1907.

The conclusions and recommendations of the commission, as summarized in the *LABOUR GAZETTE*, included:

—The appointment of a commission of medical experts to examine into the effect of the occupation of telephone operating upon the constitution of those engaged in it.

—The adoption of a new schedule of hours involving six hours work, broken by periods of relief and spread over from eight to eight and three-quarter hours a day, for six days a week.

—Absolute prohibition of overtime.

—A ban on the employment as a telephone operator of women under the age of 18.

—A ban on the hiring of a young woman as a telephone operator until she has passed a medical examination, particularly as to nervous system, throat, lungs, sight, hearing and tendencies towards tuberculosis.

—Changes in the apparatus used and in the style of seats, in order to increase the comfort and convenience of the operator.

—Better ventilation in the operating room.

—The application to telephone companies of the criminal laws applicable to news improperly obtained or divulged by telegraph operators or officials.

—Establishment of a permanent conciliation board composed of representatives of the Company and of its operators, to which might be referred at stated intervals points of difference between the officials and the operators, with an appeal to the head officers of the Company where matters in dispute were not successfully settled by the board.

The commission in its report was critical of the Company's treatment of its operators in the matter of wages; and after

pointing out that the Bell Telephone Company had a monopoly of telephone service in the city of Toronto the commission went on to say: "To the extent to which the citizens of Toronto have parted, either voluntarily, or involuntarily, with their right to choose between competing concerns, and to that extent have parted also with their power to extend their patronage in the direction in which they believe the interests of justice and fair play may best be served, to that extent it is, we believe, not only their right but their duty to know and to insist upon a company profiting by their patronage treating its employees in a manner which is equitable and fair".

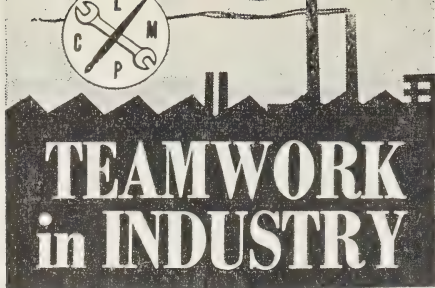
At the 23rd annual convention of the Trades and Labour Congress of Canada, which opened in Winnipeg on September 16, 1907, the report of the executive committee of the Congress said in reference to the Industrial Disputes Investigation Act, which had become law during March of the same year, that after careful consideration hearty endorsement had been given to the principle of the measure. The report added that the Act had already been successfully tested.

The executive committee drew attention to the refusal of certain iron and steel firms to tender on public works because the specifications called for the "union or prevailing" rate of wages, and it expressed the opinion that legislation should be sought that would make it impossible for firms to discriminate unfairly against organized labour.

The committee's report referred to the success of the International Typographical Union in securing the eight-hour day for its members.

Resentment at the number of immigrants reaching Pacific ports of Canada from Oriental countries during the previous few months culminated in what the *LABOUR GAZETTE* described as a "somewhat serious disturbance at Vancouver on September 7 and the few days immediately following".

Later developments in connection with the anti-Japanese riots were reported in the *LABOUR GAZETTE* for November 1907.



The combined efforts of management and labour at the American Can Company's Montreal plant have resulted in a record of 1,400,000 man-hours worked without a lost-time accident.

Operations in this plant are hazardous because volume production requires the use of high-speed machinery in the handling of razor-sharp sheets of tin plate. Serious cuts, are constant hazards and a high degree of safety awareness by employees and supervision is necessary if accidents are to be avoided.

Two years ago the plant accident rate was a matter of major concern to the Company and the Union—the Can Workers' Union (CLC). The company, with complete union support and co-operation, decided on a campaign directed towards reducing the number of accidents in the plant. Basis for this campaign was the belief that labour-management co-operation and teamwork are essential to successful accident prevention.

A joint nine-man safety committee, made up of four union members and senior management representatives, was organized. Each departmental foreman was asked to choose one member of his department to act as a safety captain to work with him on accident prevention. The safety captain's principal job is to make reports on possible safety hazards and to observe and note the general level of departmental accident prevention.

The accident prevention committee and the safety captains meet together once each month to review the accident prevention record in all the Company's plants and to study the situation in the Montreal plant in detail. At these meetings, each safety captain reports on his regular safety checks and the action taken as a result of his written reports. In addition to these measures, widespread publicity is given to the committee's work, and unannounced safety inspections are held in the various departments from time to time.

As a direct result of this program of labour-management co-operation the employees and the Company recently received several rewards for having worked one million man-hours without a lost-time acci-

dent. (This record was compiled between August 16, 1955, and May 9, 1957.)

Among the rewards received were the Industrial Accident Prevention Association's certificate of membership in the Millionaires' Club, and the Award of Merit banner, and the Award of Merit plaque of the National Safety Council.

In a message to the employees of the plant, congratulating them on their record, the plant manager said: "Through your own efforts you have achieved a remarkable record and I am confident that together we can continue to work safely.

"The finest thing, to my way of thinking, about your record is the fact that we have eliminated human suffering among our fellow workers."

\* \* \*

Awards totalling almost \$900 were made recently to two employees of the Sangamo Company, Ltd., in Leaside, Ont., for ideas that resulted in worthwhile savings in manufacturing the Company's products.

The awards were made on behalf of the Sangamo Labour-Management Production Committee by company Vice-President Harry Anderson, who is Co-ordinator of Suggestions.

\* \* \*

On the second Wednesday of every month a committee of eight men meet at Plant No. 2 of Canadian Refractories Limited at Marelau, Que. Four members of this committee are supervisors, and four are hourly-paid employees, members of Local 145, Magnesite Federal Workers' Union (CLC). The purpose of this meeting is to discuss various aspects of production, safety, recreation and other topics (outside of collective bargaining matters) of interest to management and employees.

These monthly employee committee meetings have been held regularly for the past three years and have contributed to the more efficient operation of the plant. The *CRL News*, employee paper for the company, recently said that the committee has recommended some 50 suggestions for improvement in the plant. "These ideas have come from the men in the plant, as well as from the members in the committee," the paper said.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during August. The Board issued seven certificates designating bargaining agents, ordered one representation vote, and rejected three applications for certification. During the month, the Board received four applications for certification.

### Applications for Certification Granted

1. Canadian Dyno Employees' Association, on behalf of a unit of employees of the Canadian Dyno Mines Limited, Bancroft, Ont. The International Union of Mine, Mill and Smelter Workers intervened (L.G., Sept., p. 1073).

2. Pacific Western Airline Pilots' Association, on behalf of a unit of pilots employed by Pacific Western Airlines Limited, Vancouver (L.G., Aug., p. 969).

3. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian Pacific Railway Company employed in the company's Data Centre at Toronto (L.G., Sept., p. 1074).

4. Vancouver CPR Shipyard Workers' Union, Local 1552 (CLC), on behalf of a unit of employees of the Canadian Pacific Railway Company, employed in its British Columbia Coast Steamship Service in the Vancouver Wharf Maintenance Shops (L.G., Sept., p. 1074).

5. United Steelworkers of America, on behalf of a unit of employees of Can-Met Explorations Limited, Quirke Lake, Ont. The International Union of Mine, Mill and Smelter Workers intervened (L.G., Sept., p. 1074).

6. United Steelworkers of America, on behalf of a unit of employees of Milliken Lake Uranium Mines Limited, Elliot Lake, Ont. The International Union of Mine, Mill and Smelter Workers intervened (L.G., Sept., p. 1075).

7. International Union of Operating Engineers, Local 796, on behalf of a unit of

stationary engineers and stationary engineers' helpers employed by Stanrock Uranium Mines Limited, Township 144, District of Algoma, Ont. (L.G., Sept., p. 1075).

### Representation Vote Ordered

Thomas A. Willis, *et al*, applicants, the National Association of Broadcast Employees and Technicians, respondent, and Kawartha Broadcasting Company Limited (Radio Station CHEX), Peterborough, Ont., respondent. The Board ordered a vote of the employees following consideration of an application for revocation of certification (L.G., Sept., p. 1075).

### Applications for Certification Rejected

1. General Drivers, Warehousemen and Helpers, Local 979, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Norton Motor Lines Limited, Stoney Creek, Ont., respondent, and Peter Loewen and other employees, interveners. The application was rejected for the reason that it was not supported by a majority of the employees affected in a representation vote taken by the Board (L.G., Aug., p. 967).

2. International Union of Mine, Mill and Smelter Workers, applicant, Canadian Dyno Mines Limited, respondent, and Canadian Dyno Employees' Association, intervener. The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote taken by the Board (L.G., Sept., p. 1073).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.



3. Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, and York Cartage Reg'd., Montreal, respondent. The application was rejected for the reason that the Board lacks jurisdiction (L.G., Sept., p. 1074).

### Applications for Certification Received

1. National Union of Operating Engineers of Canada, Local 850, United Construction Workers Division of District 50, United Mine Workers of America, on behalf of a unit of stationary engineers employed by the Central Mortgage and Housing Cor-

poration, Montreal (Benny Farm Housing Project) (Investigating Officer: C. E. Poirier).

2. International Association of Machinists, on behalf of a unit of employees of Maritime Central Airways Limited, Charlottetown, P.E.I. (Investigating Officer: H. R. Pettigrove).

3. Ottawa Atomic Energy Workers, Local No. 1541 (CLC), on behalf of a unit of employees of Atomic Energy of Canada Limited (Commercial Products Division), Ottawa (Investigating Officer: G. A. Lane).

4. Local 1554 of the Canadian Labour Congress, on behalf of a unit of employees of Northspan Uranium Mines Limited, Elliot Lake, Ont. (Investigating Officer: A. E. Whitfield).

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and, international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

# Reasons for judgment in Certification Application Affecting Seafarers' International Union of North America, Canadian District and Commercial Cable Company

The Board consisted of Mr. C. Rhodes Smith, QC, Chairman, and Messrs. E. R. Complin, A. J. Hills, A. R. Mosher, A. C. Ross and H. Taylor, Members.

The Judgment of the Board was delivered by the Chairman.

## Reasons for Judgment

This is an application of the Seafarers' International Union for certification by the Canada Labour Relations Board as bargaining agent for the unlicensed personnel employed on the *John W. Mackay*, a cable ship operated by the respondent. The ship is owned by an English company, namely, the Commercial Cable Company Limited, but is chartered by the respondent, which is an American company, the Commercial Cable Company of New York, which company charts the boat from the English company. The vessel is registered in the United Kingdom.

While this cable ship operates at sea for months at a time, it seems clear from the evidence that the port of Halifax in Nova Scotia is its home port. The crew are Canadians and are signed on on Canadian articles at Halifax.

It was argued on behalf of the respondent that the Board should not exercise jurisdiction under the circumstances of this case. The facts are very similar indeed to those which were involved in the Western Union case in 1949, in which the Board decided that it had jurisdiction and should exercise it. However, in this instance, counsel for the respondent advanced a new argument, namely, that the British Commonwealth Merchant Shipping Agreement of 1931, which had not been brought to the Board's attention in the Western Union case, should lead the Board not to exercise jurisdiction in the present case. Two articles from the Agreement were referred to in support of this contention. These are as follows:

### Part III, Article 9

Save as otherwise specially provided in this Agreement, the laws relating to merchant shipping in force in one Part of the Commonwealth shall not be made to apply with extra-territorial effect to ships registered in another Part unless the consent of that other Part of the Commonwealth has been previously obtained:—

Provided that nothing contained in this Article shall be deemed to restrict the power of each Part of the Commonwealth to regulate the coasting trade, sea fisheries and fishing industry of that Part.

### Part V, Article 14

The powers and duties with respect to discipline on board a ship registered within the British Commonwealth shall, in so far as they are not derived from the ship's articles, be those made and provided by the laws and regulations in force in the Part of the Commonwealth in which the ship is registered...

These articles standing by themselves might appear to indicate that the Board should not attempt to exercise jurisdiction in the instant case. It should be pointed out, however, that the provisions of international agreements or treaties do not, in Canada, have the force of law except to the extent that they have been implemented or sanctioned by legislation. For a recent decision on this question see *Francis v. The Queen* (1956) S.C.R. 618. On the other hand there is a general principle that Statutes should be interpreted or applied, as far as the language admits, so as not to be inconsistent with the comity of nations or with the established rules of international law. For this limited purpose, at least, the British Commonwealth Merchant Shipping Agreement referred to by counsel in the argument would appear to be a proper subject-matter for consideration.

An examination of the British Commonwealth Merchant Shipping Agreement indicates an intention, found in Article 13, on the part of the contracting Governments to enact, in respect of the form and contents of ships' articles first opened in their respective parts of the Commonwealth, legislation relating to the engagement of seamen and, in particular, s. 168 of the Canada Shipping Act, R.S.C. 1952, c. 29, would appear to be the implementation in Canada of the intention found in Article 13 of the British Commonwealth Merchant Shipping Agreement.

The application of the provisions of the Industrial Relations and Disputes Investigation Act to the employer and employees concerned in the present application for certification may not be said to be inconsistent with the terms of the British Commonwealth Merchant Shipping Agreement read as a whole, when in point of

fact Parliament has expressly legislated in implementation of that agreement, in respect of agreements with seamen engaged in Canada.

As the seamen in question were engaged in Canada on Canadian Articles, presumably in compliance with Section 168 (1) of the Canada Shipping Act, the Board has come to the conclusion that the British Commonwealth Merchant Shipping Agreement is in no way a bar to the exercise of jurisdiction by it in respect of the instant application. The fact that the men in respect of whom certification is sought are Canadian citizens, while not

relevant from a strictly legal point of view, has tended to confirm the Board's conclusion that it should exercise jurisdiction.

(Sgd.) C. R. SMITH *Chairman*  
*For the Board.*

*For the Applicant:*

L. J. McLAUGHLIN, Esq.,  
RENE TURCOTTE, Esq.

*For the Respondent:*

M. E. CORLETT, Esq.,  
WILSON McMAKIN, Esq.,  
JOHN PETCH, Esq.,  
E. A. MARTIN, Esq.

Dated at Ottawa, July 15, 1957.

## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During August, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. National Harbours Board, Port of Montreal (Grain Elevator Shovellers), and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: R. Trépanier).

2. Westward Shipping Limited (MV *Standard Service* and MV *B.C. Standard*), and Canadian Merchant Service Guild, Inc. (Conciliation Officer: G. R. Currie).

3. Imperial Oil Ltd. (MV *Imperial Nanaimo*, MV *Imperial Namu* and Barge No. 10), and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

4. Westward Shipping Limited (MV *Britamerican*), and Canadian Merchant Service Guild, Inc. (Conciliation Officer: G. R. Currie).

5. Westward Shipping Limited (MV *Britamerican*), and National Association of Marine Engineers (Conciliation Officer: G. R. Currie).

6. Quebec Television (Canada) Limited (CFQM-TV and CKMI-TV), Quebec, and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. Trépanier).

7. Cape Breton Broadcasters Limited, and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: D. T. Cochrane).

8. Deluxe Transportation Ltd., and Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

9. Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Company Limited, Caledon Terminals Ltd., Terminal Warehouses Ltd., and International Longshoremen's Association, Local 1842 (Conciliation Officer: F. J. Ainsborough).

### Settlements by Conciliation Officers

1. Shipping Federation of British Columbia, Northland Navigation Company Limited, and International Longshoremen's and Warehousemen's Union. Locals 505 and 509 (Conciliation Officer: G. R. Currie) (L.G., Aug., p. 969).

2. Charlottetown Hotel (Canadian National Railways), Charlottetown, P.E.I., and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: H. R. Pettigrove) (L.G., Sept., p. 1075).

3. Polymer Corporation Limited, Sarnia, and Oil, Chemical and Atomic Workers International Union (Conciliation Officer: F. J. Ainsborough) (L.G., Sept., p. 1075).

### Conciliation Board Appointed

1. Bessborough Hotel (Canadian National Railways), Saskatoon, and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Sept., p. 1075).



## Conciliation Board Fully Constituted

1. The Board of Conciliation and Investigation established in July to deal with matters in dispute between the Westward Shipping Limited (MV *Standard Service* and MV *B.C. Standard*), and Seafarers' International Union of North America, Canadian District (L.G., Sept., p. 1076) was fully constituted in August with the appointment of F. E. Harrison, Vancouver, as Chairman. Mr. Harrison was appointed in the absence of a joint recommendation from the other two members, R. A. Mahoney and James Scott, both of Vancouver, who were previously appointed on the nomination of the company and union respectively.

## Conciliation Board Reports Received

1. Consolidated Denison Mines Limited, Spragge, Ont., and Local 1001, Blind River

and District Mine and Mill Workers, International Union of Mine, Mill and Smelter Workers (L.G., May, p. 574).

2. Atomic Energy of Canada, Chalk River, Ont., and Atomic Energy Allied Council (L.G., Aug., p. 970).

3. Canadian Pacific Air Lines Limited, Vancouver, and International Association of Machinists, Canadian Airways Lodge No. 764 (L.G., Sept., p. 1076).

## Settlements Following Board Procedure

1. Consolidated Denison Mines Limited, Spragge, Ont., and Local 1001, Blind River and District Mine and Mill Workers, International Union of Mine, Mill and Smelter Workers (*See above*).

2. Atomic Energy of Canada, Chalk River, Ont., and Atomic Energy Allied Council (*See above*).

# Report of the Board in Dispute between

## Consolidated Denison Mines Limited

and

## International Union of Mine, Mill and Smelter Workers

The Board of Conciliation and Investigation, Eric G. Taylor, Esq., Chairman, Robert V. Hicks, Esq., QC, Nominee of the Employer, and Kenneth Woodsworth, Esq., Nominee of the Union, sat for the hearing of this matter in The King Edward Hotel, Toronto, Ont., on the 22nd day of May, 1957, and at the offices of Consolidated Denison Mines Limited, Spragge, Ont., on the 30th day of May, 1957. On 5th June, 1957, the Board prepared a Report as it appeared that further hearings would not take place. However, following discussions with the parties the conciliation proceedings were resumed and the Board sat for hearings in the King Edward Hotel, Toronto, Ont., on 19th, 20th and 21st days of June, 1957, and in the Prince George Hotel, Toronto, Ont., on the 25th day of June, 1957. A quorum of the Board, the Chairman and the Nominee of the Union convened and attended meetings with the parties on 27th June, 1957.

There appeared for the Employer Mr. J. E. Houck, Consultant, Mr. M. deBastini, Assistant Mine Manager, Mr. C. S. Banks, Personnel Manager, Mr. S. Hoare, Trades Superintendent and Mr. B. Mancantelli, Mill Superintendent.

There appeared for the Union Mr. N. Thibeault, National President, Mr. H. Murphy, National Vice-President, Mr. W. Longridge, National Secretary-Treasurer, Mr. L. Robinson, National Research Director, Mr. P. Mongeon, Organizer, and the following members of the Union Bargaining Committee, Messrs. R. Sabourin, R. Charbonneau, H. Fox, B. Neilsen, S. Pritzak, P. Sancier and W. Watt.

This dispute arose out of the failure of the parties to agree upon the provisions to be contained in the first collective agreement to be made between them. The

During August, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with matters in dispute between the Consolidated Denison Mines Limited, Spragge, Ont., and Local 1001, Blind River and District Mine and Mill Workers' International Union of Mine, Mill and Smelter Workers.

The Board was under the chairmanship of Eric G. Taylor, Toronto, who was appointed by the Minister on the joint recommendation of the other two members, Robert V. Hicks, QC, and Kenneth Woodsworth, both of Toronto, nominees of the company and Union respectively. The text of the report is reproduced here.

matters in issue referred to the Board were identified in the brief of the Union as Contract Demands and Economic Demands as follows:—

#### **Contract Demands**

1. Preamble
2. Scope
3. Recognition
4. No Discrimination
5. Management
6. Union Security
7. No cessation of Work—No Lock-out
8. Grievance Procedure and Steward System
9. Discharge Cases
10. Seniority
11. Leaves of Absence
12. Joint Safety and Health Committee
13. Union Bulletin Boards and Union Meetings
14. Term of the Agreement

#### **Economic Demands**

1. Hours of Work and Overtime
2. Wages and Job Classifications
3. Contract Committee and Contract Bonus System
4. Statutory Holidays
5. Vacations with Pay
6. Health and Welfare, including Life Insurance and Sick Leave
7. Pensions and Severance Pay
8. Miscellaneous Items

The Board heard the representations of the parties and subsequently engaged in private discussions with each of them respectively in an endeavour to effect agreement. The hearing held in Toronto on 22nd May was devoted entirely to receiving the submissions of the parties, hearing their respective arguments and enquiring into the nature of the several matters in issue. It was disclosed at that hearing that the matter of the term of agreement was the cardinal issue. The Company sought an agreement which would continue in effect for a period of three years from the date of its execution and the Union sought an Agreement for one year from 1st February, 1957. It was apparent that this matter would require considerable discussion, and as there was not sufficient time to permit a thorough exploration of the question the Board urged the parties to re-examine

their positions before the next hearing which was set for 30th May. In addition the Board suggested to the parties that in the interim they should resume direct negotiations respecting those matters which did not represent monetary considerations and which, in the main, involved contract language.

When the Board resumed the proceedings at the mine site on 30th May, it was informed that the parties had met in direct negotiations on 29th May and that they had reached a tentative understanding respecting several sections of the proposed collective agreement. The Board renewed its enquiry after joint and private discussions with the parties but was forced to the reluctant conclusion that the insistence by the employer upon an agreement for a period of three years and the Union's reluctance to contemplate such a term presented a practical and what then appeared to be an insurmountable barrier to the conciliation of the dispute as a whole. Accordingly, the Board prepared a report. However, the Board was reluctant to abandon the matter and the Chairman embarked upon certain private discussions with representatives of the parties. Due largely to the employer's willingness to contemplate an agreement of a term less than three years the conciliation and investigation proceedings were resumed.

In view of the result it is not considered necessary to set forth herein a review of the negotiations which subsequently ensued. The Board is pleased to report that a settlement of the dispute has been effected and that the parties accepted and agreed to recommend to their respective principals terms of settlement signed by them on 2nd July, 1957, which, together with a schedule of wage rates, form part of this report as an attachment thereto.

The Board commends both parties on their demonstrated willingness to make concessions and consider compromise. The agreement between them will continue in effect until 31st December, 1959.

All of which is respectfully submitted:

(Sgd.) ERIC G. TAYLOR,  
*Chairman.*

(Sgd.) ROBERT V. HICKS,  
*Member.*

(Sgd.) KENNETH WOODSWORTH,  
*Member.*

Dated at Toronto, Ontario,  
this 4th day of July, 1957

# Report of Board in Dispute between

Atomic Energy of Canada Limited

and

Atomic Energy Allied Council

The Board of Conciliation and Investigation, Eric G. Taylor, Esq., Chairman, E. Macaulay Dillon, Esq., QC, Nominee of the Employer, and D. Walkinshaw, Esq., QC, Nominee of the Union, sat for the hearing of this matter in the Chateau Laurier Hotel, Ottawa, Ont., on the 8th and 9th days of July, 1957.

There appeared for the employer Mr. J. L. Gray, Vice-President, Mr. T. W. Morrison, Manager Administration, Mr. G. P. Maxwell, Employee Relations Officer, Mr. S. E. Lipin, Personnel Superintendent, Mr. J. W. Davidson, Superintendent Maintenance and Power Branch, and Mr. J. Daly, General Foreman Work Shops.

There appeared for the union Mr. Carl Garrett, President, Mr. William H. Raby, Secretary, the following International and National Representatives whose Unions form the Atomic Energy Allied Council, Mr. John M. Bruce, Mr. Russell Harvey, Mr. Alex Reith, Mr. F. A. Acton, Mr. Harry Colnett, Mr. J. B. Cochrane, Mr. James B. Mathias, Mr. Thomas Lees and Mr. John Wedge. Also in attendance were 16 officers of the various local unions which comprise the Atomic Energy Allied Council.

This dispute, which involves approximately 1,000 of the 2,100 employees at Chalk River, 750 of whom work regularly on a day shift, arose out of the failure of the parties to agree upon the amendments to be made to a collective agreement dated 1st April, 1955, which continued in effect until 31st March, 1957. The matters in issue dealt with by the parties in the presence of the Board numbered 30, but at the outset of the proceedings it was disclosed that tentative agreement had been reached between the parties in respect of certain of the issues and that in connection with others an understanding would readily follow provided agreement could be reached on six principal items. All of the matters in issue reflected amendments sought by the union, which were listed as follows:—

1. Whole coverage provided by the employer for Blue Cross, sickness indemnity and surgical plan.

2. Increase in the shift premium to 10 cents and 15 cents. Time-and-one-half for Sunday work.

3. Make formula of cost-of-living clause more specific and workable.

4. Sick leave allowance at the rate of  $1\frac{1}{2}$  days per month accumulative.

5. Lead Hands to be paid 10 per cent above the Journeyman's rate. No employee shall be detailed to act as a Lead Hand unless he is paid Lead Hand rate for the job.

6. Limit weekly overtime to 10 hours. Double time to be paid for all overtime worked beyond four hours daily.

7. One additional statutory holiday (Armistice Day).

8. Three weeks' holiday with pay after eight years' employment.

9. 4 per cent vacation pay shall be paid for temporary employment should the employment period not include a paid statutory holiday.

10. Extend coverage of compassionate leave to include mother-in-law, father-in-law, or grand-parents.

11. In the event of emergency call-out travelling time to be paid both ways.

12. Improve union security clause to the status of union shop.

13. All dual appointments to be abolished.

14. Request management-union consultations prior to alteration in plant rules.

15. Notification in writing to an individual giving reasons for failure in an internal competition.

16. Abolish present job evaluations.

17. Flat rate bonus for work performance during a total evacuation.

18. Improved seniority clause with greater emphasis on length of service.

During August, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with matters in dispute between the Atomic Energy of Canada Limited, Chalk River, and the Atomic Energy Allied Council.

The Board was under the chairmanship of Eric G. Taylor, Toronto, who was appointed by the Minister in the absence of a joint recommendation from the other two members, E. Macaulay Dillon, QC, and Donald R. Walkinshaw, QC, both of Toronto, nominees of the company and union, respectively.

The text of the report is reproduced here.



19. All economic adjustments to be effective from the 1st April, 1957, should negotiations extend beyond that date.

20. Certified Stationary Engineers to be recognized and paid accordingly.

21. Rate bus drivers as heavy equipment drivers with proportionate pay. Request bus driver representation on Accident Committee.

22. A yearly clothing allowance for fire fighters.

23. In the event of jury duty an employee shall be paid the difference between his regular wage and the fee paid for such duty.

24. If a lunch break is not possible in a period of five hours work performance the employees shall be paid a half-hour wage in lieu, plus a half-hour for the lunch period.

25. Failure to receive a 48-hour notice of shift adjustment will entitle the employee to the payment of the overtime rate for all hours worked on the new shift during the entire 40-hour period.

26. The adoption of a severance pay plan on the basis of one week per year accumulative credit up to 10 years.

27. Free tickets for bus transportation to and from Pembroke and Deep River to the plant.

28. Apprentices—Adopt relative features of the Apprenticeship Act with a ratio of one apprentice to three journeymen.

29. General wage increase—30 cents hourly.

30. Term of agreement.

The Board heard the representations of the parties and subsequently engaged in private discussions with each of them respectively in an endeavour to effect a settlement of the dispute. The Board is pleased to report that agreement between the parties has been reached and that a new collective agreement will be entered into by them forthwith in compliance with Terms of Settlement as follows:—

#### MEMORANDUM OF TERMS OF SETTLEMENT

In the presence of a Board of Conciliation and Investigation established to deal with a dispute between:

Atomic Energy of Canada, Limited, Chalk River, Ontario, and Atomic Energy Allied

Council, the representatives of the parties accepted and agreed to recommend to their respective principals for ratification, Terms of Settlement as follows:

1. The former Collective Agreement dated 1st April, 1955, will be renewed and continue in effect until 31st March, 1959, amended to provide for all of the matters agreed upon by the parties as a result of direct negotiations between them prior to and during the proceedings of the Board and amended to the extent necessary by virtue of the following:

2. Effective the first pay-period after 9th July, 1957, settlement pay in the amount of \$40.00 will be paid to all employees who were in the employ of the Employer as of 1st April, 1957, and who are still then employed. And proportionately less settlement pay to employees who entered the employ of the Employer after 1st April, 1957, and who are still then employed.

3. Effective the first pay period after 9th July, 1957, there will be adopted the revised job classification schedule accepted by the parties.

4. Effective the first pay period after 9th July, 1957, there will be a general wage increase in the amount of 5 per centum.

5. Effective 1st October, 1957, there will be a general wage increase in the amount of 3 cents per hour.

6. Effective 1st April, 1958, there will be a general wage increase in the amount of 5 per centum. Effective the same date there will be an increase in the amount of 3 cents per hour for the classification Bus Driver.

The foregoing terms of settlement were signed by representatives of the parties and endorsed by all members of the Board of Conciliation and Investigation at Ottawa on 9th July, 1957.

All of which is respectfully submitted:

(Sgd.) ERIC G. TAYLOR,  
*Chairman.*

(Sgd.) E. MACAULAY DILLON,  
*Member.*

(Sgd.) DONALD R. WALKINSHAW,  
*Member.*

Dated at Toronto, Ontario,  
this 16th day of July, 1957.

Settlements negotiated in the United States in the first half of 1957 granted increases averaging 1 to 3 cents above comparable settlements in the same period last year, according to the AFL-CIO. Preponderantly, the increases in the first half of this year have been 10 cents or more an hour, with about 35 per cent amounting to 13 cents or more and nearly 65 per cent, 10 cents or more.

# Report of Board in Dispute between

## Canadian Pacific Air Lines Limited, Vancouver and International Association of Machinists

### Preamble

The Board was officially brought into being on July 18, 1957, by appointment of the Chairman on that date. On July 23, the Board held its first meeting in Vancouver to take oath of office, to confer with parties and make arrangements for further meetings and hearings. It was discovered that the Canadian Pacific Airlines would not be in a position to make its submissions to the Board until August 13. Arrangements were made to hold the first Board hearing on that date. As this precluded the possibility of the Board reporting its findings and recommendations to the Minister within the 14 days prescribed by Section 35 of the Act, it was agreed, in consultation with the company and the union, to extend the said period until August 30, 1957, to which the Minister, on application, gave his consent.

*August 13, 1957*

The Board held its first hearing in Vancouver on this date, all members being present.

The following appeared for the Canadian Pacific Air Lines:

R. B. Phillips, Vice President Operations  
J. R. Dakin, Director Industrial Relations  
G. E. Manning, Assistant Director Industrial Relations

A. E. Hutt, Superintendent Overhaul  
J. A. Gray, Director Maintenance and Engineering

and for the International Association of Machinists:

James McMillan, Grand Lodge Representative

A. V. McCormack, Systems General Chairman

A. Blaschuck, Committee Member

D. L. Gors, Committee Member

The Chairman asked if the parties had made any progress towards settling the points at issue since the conciliation officer's report. The answer was in the negative.

The Chairman then asked if the parties desired the recommendations of the Board to be binding pursuant to Section 38 of the Act.

Spokesman for the Canadian Pacific Air Lines replied in the negative, which settled that question for the time being.

The union proceeded with its submission by way of a brief read and marked "Exhibit

No. 1". On completion of this reading, the company submitted and read its brief marked "Exhibit No. 2", along with a copy of the existing collective agreement between the company and the union marked "Exhibit No. 3".

The union asked for a reasonable interval in which to study and prepare a reply to the company's lengthy brief. It was agreed to adjourn and meet again on August 15.

*August 15, 1957*

The hearings of the Board were continued in Vancouver on this date, all members being present. Mr. McMillan filed with the Board tables of figures "Civil Aviation Preliminary Annual, 1956," marked "Exhibit No. 4".

Mr. McMillan delivered his rebuttal (oral) to the company brief. Mr. Dakin made reply (oral) to Mr. McMillan's rebuttal. Discussion by way of questions and answers ensued.

On adjournment, the Chairman thanked the parties for their submissions and intimated that the parties might subsequently be called, separately or jointly, for further discussion.

### Recommendations

#### 1. General Wage Increase

Mechanics, Air Engineers, Sub Foremen, Crew Chief—an increase of 9.4%; all other classifications an increase of 7%; both increases retroactive to May 1, 1957.

#### 2. Shift Differential

Eight hours pay for: First shift, 8 hours work; Second shift, 7½ hours work; Third shift, 7 hours work.

*(Continued on page 1222)*

During August, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with dispute between the International Association of Machinists, Canadian Airways Lodge No. 764, and Canadian Pacific Air Lines Limited, Vancouver.

The Board was under the chairmanship of Adam Bell, Victoria, B.C., who was appointed by the Minister in the absence of a joint recommendation from the other two members, John Gould and Albert Alsbury, both of Vancouver, nominees of the company and union respectively.

The text of the report is reproduced here.

# LABOUR LAW

## Legal Decision Affecting Labour

Supreme Court of Canada, upholding with variation the award of damages to Winnipeg milk driver, rules that members of union executive are personally responsible for driver's wrongful expulsion from the union

The Supreme Court of Canada found the members of the executive board of a union personally responsible for the damages caused to a member of the union because an *ultra vires* act of the executive is not binding on the general membership of the union.

On May 13, 1957, the Supreme Court of Canada upheld with variation the decision of the Manitoba Court of Appeal (L.G. 1955, p. 1289) which previously affirmed with variations a judgment of the Manitoba Court of Queen's Bench (L.G. 1953, p. 1810) awarding damages to a member of the Teamster's union for the losses suffered as the result of unlawful expulsion from the union in 1947.

The Court allowed in part the appeal of the union by holding the members of the executive board of Local No. 119 responsible in their individual capacity for the damages awarded to the milk driver Tunney and by denying the concurrent liability of the general membership of Local No. 119 as represented by the said members of the executive board.

The dispute started when the milk driver Tunney was expelled from Local No. 119 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers and consequently lost his employment with a Winnipeg dairy. In September 1953, the plaintiff Tunney brought an action before the Manitoba Court of Queen's Bench against the seven members of the Local's executive board on their own behalf and on behalf of all other members of the local except the plaintiff asking, *inter alia*, for damages to compensate for his unlawful expulsion from the union in 1947 and for an injunction to prevent the union from interfering with his rights as a member. The trial judge held that the purported expulsion of the plaintiff was in bad faith, that the rules of the union constitution had not been observed, that the fundamental principles of justice were disregarded, and granted the injunction sought by the plaintiff and awarded him \$5,000 in

damages. The damages were awarded against the members of the executive board of Local Union No. 119 in their individual capacities and against Local Union 119 as represented by the members of the said board.

The union appealed this decision. In April 1955, the Manitoba Court of Appeal upheld the decision of the trial judge. In dismissing the appeal, the Court varied the form of the order for damages to the effect that the damages of \$5,000 were awarded "against the individual defendants personally and against all other members of Local Union No. 119 (except the plaintiff) to the extent of their interest in the funds of the Local Union".

The judgment of the Manitoba Court of Appeal was appealed by Local 119 and by some members of its executive board to the Supreme Court of Canada. The appeal was from that part of the judgment of the Court of Appeal which declared that the respondent, Tunney, was at all relevant times a member in good standing of Local Union 119; that the action taken by the executive board of the union in suspending the respondent from his rights as a member was null and void; restraining the executive board and the union from enforcing the suspension of the respondent and interfering with the exercise of his rights as a member and awarding judgment for damages in the sum of \$5,000 against the individual appellants and against all other members of Local Union 119 to the extent of their interest in its funds, and granting to the respondent his costs on the terms of the judgment at the trial.

The respondent, Tunney, charged the members of the executive board, and the

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.



union, as represented by them, with wrongfully purporting to suspend and expel him from membership and with wrongfully causing his employment to be terminated by an employer bound by a union shop agreement.

The appellants contended that Tunney, by the constitution and by-laws of the union to which he subscribed, was bound to exhaust the procedure of appeal to the tribunals of the union, including those of the international organizations with which the local union is affiliated, an appeal which admittedly he did not prosecute, and because of which, under the decision in *White v. Kuzych* (L.G. 1951, p. 1265) the Court action was premature.

Mr. Justice Rand in his reasons for judgment, with which Mr. Justice Cartwright and Mr. Justice Abbott concurred, first dealt with the respondent's charge that by the regulations of the local union the finding of the executive board was subject to confirmation by a general meeting of the union, which it did not receive.

Section 33 of the constitution and by-laws of the local union provides in part that: "The Executive Board shall try all members against whom charges have been preferred, and report the findings at the next regular meeting of the Union". Section 45 states: "All decisions of the Executive Board shall be concurred in at a regular meeting of the union before becoming effective. The accused shall have the right to appeal to the general Executive Board."

The board found Tunney guilty of having made false statements to other members reflecting upon the manner in which the affairs of the union, involving financial matters, had been conducted by the Secretary-Treasurer, and he was "suspended from all rights, benefits and privileges," which language meant expulsion from the union.

Shortly after this decision was announced, and on the written request of a number of members, a meeting of the union was convened for the purpose of considering the charges and "the findings thereon at the trial thereof". Tunney was excluded from the meeting. The session was disorderly and the available evidence would indicate that an approval of the board's action was doubtful. The meeting ended without a vote being taken and the matter was given no further consideration.

Under Section 45 the finding of the board remains conditional until concurred in by a regular meeting of the union. Under Art. 18, s. 20 of the international rules an appeal may be taken from the "decision of the local executive board" to the general Executive Board. In the opinion of Mr.

Justice Rand in the absence of confirmation by a regular meeting of the union there was no decision and the condition of taking or enabling an appeal did not come into existence.

As it had previously been conceded that the initial suspension by the executive board was wholly unauthorized, and as there was no valid decision of the board, Mr. Justice Rand proceeded to consider the question to what relief the respondent was entitled and against whom.

Dealing with the latter question he said that a group of persons is classified as a voluntary association when in the absence of incorporation or other form of legal recognition such a group has no legal capacity to act as a separate entity and in the corporate or other name to acquire rights, incur liabilities, to sue and be sued. Within this class of voluntary associations are business partnerships; professional, fraternal and religious societies; social clubs and labour unions as well.

Organizations of workmen, he continued, to promote primarily economic interests have become of first importance to the individual member in his relations with fellow workmen and employer. In Canada, apart from removing from the unions all taint of illegality as combinations, labour legislation, generally speaking, has been limited to arrangements with employers. So, the Manitoba Labour Relations Act (1954) provides the usual machinery for the certification of unions as bargaining agents, for the conciliation of labour disputes, for the negotiation of labour agreements, and for such matters as unfair labour practices. The ranks of labour, in protection of its interests, are looked upon as marshalled against a compact order of private capital, hence the tendency to demand of members an unquestioning loyalty. By its nature a labour organization lends itself to the domination of strong personalities and the corruption of power. The result is an increasing use of the device of either union or closed shop. With only self-determined disciplinary procedure restraining action by officials, the ordinary member must at times either submit to dictatorial executive action or run the risk of being outlawed from the employable ranks of his trade or labour class.

In the case at bar, a contention was raised, probably for the first time, that union membership had by its characteristics attained the stage of status, and that rights arising from it in the respondent had been infringed. It was on this ground that the judgment of Mr. Justice Tritschler in the Court of Appeal was based.

Mr. Justice Rand was unable to assent to that contention. In his opinion, "status in its strict sense appears a condition of one or more persons between or toward whom and another or others distinctive legal relations exist to which by the domestic law special rights, duties, capacities and incapacities are annexed". He could not bring the relations of a member with his immediate union within such a condition. In his opinion such relationship is not a matter of status, but rather a matter of contract by which each member commits himself to all other jointly on a foundation of specific terms governing individual and collective action, terms which allow for the change of those within the inter-relationship by withdrawal from, or new entrance into membership. The underlying assumption is that the members are creating a body of which they are members, and it is as members only that they have accepted obligations.

The contractual rights of a member are, then, with all members except himself, otherwise it would be the group as one that contracts; and what ordinarily is complained of as a breach toward a member must in the light of the rules and the agreement to be bound by a majority, be such as at the same time is a violation in respect of all the other members and not of one or more only. Not having contractual capacity, it follows, *a fortiori*, that a union as such cannot incur liability in tort.

The contractual condition of membership carries with it the right to engage in all work for which the union mark is a requisite, and when a union or closed shop agreement is entered into with an employer, such union membership grants to each member the right to continue in that employment free from improper interference by the union or its officers.

An executive board of a union charged with administering a union or closed shop agreement with an employer may commit either an *ultra vires* act (that is one which does not become an act of the membership body) or an act which though *intra vires* brings about a breach of contract through an improper exercise of authority.

Where, as in the case at bar, the executive board members do an act without semblance of authority, as by illegally suspending or expelling a member, and thus depriving him of his job under a union shop agreement, they are individually and personally liable in tort for the intentional infringement or trespass upon his legal right as a union member to continue in his specific employment. Acting as they did *ultra vires*, they were not representing the union, and it could not be said that they were protecting or advancing the interests

of the organization, and in such case, there is no liability upon the general membership.

Consequently Mr. Justice Rand held that the action against individual appellants in tort was well founded; the relief allowable against the union to be limited to the declaration of the respondent's continued membership and the injunction against interfering with him as a member. He also confirmed the amount of damages (\$5,000) granted to Tunney and modified the judgment of the court below by restricting the liability for damages to the individual members of the executive board in their personal capacities.

Mr. Justice Locke in his reasons for judgment, with which Mr. Justice Nolan concurred, stressed that the action of the individual appellants who have been found to have acted in concert in notifying Tunney's employer, first, that he had been suspended, and secondly, that he was no longer a member of the union, were wrongful acts. Both these statements were false and caused immediate damage to the respondent. He at once lost his employment and was unable to obtain work from any of the other dairy companies in Winnipeg who were parties to the collective agreement. Also the respondent was deprived of all the other benefits and advantages to which membership of the union entitled him. The false statements made by two members of the executive board led to Tunney's dismissal and malice had in the actions of the executive board been expressly found.

Since it had been found that the actions of the executive board were *ultra vires* and were done maliciously with intent to injure the respondent, in Mr. Justice Locke's opinion the judgment against them in their representative capacity as representing all the other members of the union could not be sustained.

The individual appellants had no authority from their fellow members to act in the manner complained of, either by the constitution of the union or by any course of conduct of the other members. As the evidence shows, very considerable numbers of the members protested vigorously against what had been done and disapproved of the actions of the Executive Board. The directors of a limited company cannot impose liability upon it by entering into transaction on its behalf which are beyond its corporate powers and I think, upon the same principle, the members of this union are not, even to the extent of their interest in the funds of the union, liable for acts done wholly beyond those powers entrusted to the individual appellants.

In conclusion Mr. Justice Locke agreed that the judgment of the Court of Appeal should be varied in the manner directed by Mr. Justice Rand. *Orchard et al v. Tunney* (1957) 8 DLR 273.

# Recent Regulations under Provincial Legislation

**New Brunswick revises female minimum wage rates. Saskatchewan issues apprenticeship regulations for radio and television electronics trade**

The two new female minimum wage orders which went into force in New Brunswick on September 1 set a minimum of 45 cents an hour for women in hotels and restaurants and a minimum of 50 cents for women in practically all other types of employment.

The regulations under the Saskatchewan Apprenticeship and Tradesmen's Qualification Act for the newly designated radio and television electronics trade provide that an applicant for a certificate of journeyman's status must have at least 8,000 hours' experience in the trade.

## Alberta Factories Act

Alberta has adopted two new codes of the Canadian Standards Association, Code Number C92. 1-1956, Canadian Standard Practice for Industrial Lighting, and Code Number Z142-1957 for the Guarding of Punch Presses at Point of Operation, as regulations under the Factories Act. The order approving the adoption was gazetted on August 31 as Regulation 44/57.

## New Brunswick Minimum Wage Act

In New Brunswick, the two female minimum wage orders have been revised to establish an hourly minimum of 45 cents for women in hotels and restaurants and a minimum of 50 cents for female employees in factories, shops, offices and other workplaces, effective September 1. Both rates apply to a 48-hour week.

The only male minimum wage order in effect in the province was revised last year to bring the rate for men employed in the canning or processing of fish, vegetables and fruits up to 65 cents an hour (L.G., Oct. 1956, p. 1292).

## Hotels and Restaurants

The new rate of 45 cents an hour, which represents an increase of 7 cents over the former minimum, applies to women working in tourist cabins, tourist homes, inns and other places of public accommodation where meals or lodging may be obtained, as well as to persons in hotels and restaurants. The same is true of the overtime rate, which has been increased from 57 cents to 68 cents an hour.

There has been no change with respect to the maximum weekly deductions for board or lodging, the order again providing that \$8 may be charged for board and lodging, \$6 for board only and \$2 for lodging only. The charge for a single meal remains 30 cents.

## General Order for Women

The 50-cent rate set by the revised general order applies to all women workers except those employed in hospitals, nursing homes, religious, charitable or educational institutions, women employed in an official or confidential capacity, persons employed by or under the Crown, domestic servants, agricultural workers, apprentices registered under the Apprenticeship Act and employees covered by the hotel and restaurant order summarized above.

Employees covered by the general order are now entitled to 75 cents an hour instead of 60 cents for every hour worked in excess of 48 in the week.

## Nova Scotia Women's Minimum Wage Act

The beauty parlour order under the Nova Scotia Women's Minimum Wage Act was amended to make the provision requiring the payment of time and one-half the regular rate after 48 hours in a week, or after the regular weekly hours if less, apply to women employees whose normal rate is above the minimum rate. Previously, the overtime provision applied only to employees who were paid the minimum rate specified in the order.

A similar amendment was made to the general order earlier this year (L.G., Feb., p. 209) and the two amendments have the effect of imposing a 48-hour limit on the hours worked by employees covered by these orders at straight time rates.

## Saskatchewan Apprenticeship and Tradesmen's Qualification Act

In Saskatchewan, the radio and television electronics trade was recently added to the list of trades under the Apprenticeship and Tradesmen's Qualification Act. The first special regulations to be issued for the newly designated trade were approved by O.C. 1383/57 and gazetted on August 16.

As a result, persons engaged in this trade will not only be subject to the new



trade rules but will also come under the general regulations authorized by 2120/53 (L.G. 1953, p. 1816). Among other provisions, these regulations require every employer who employs tradesmen to register annually with the Apprenticeship and Tradesmen's Qualification Branch of the Department of Labour, whether or not he himself is engaged in the trade. Every tradesman and apprentice must hold a certificate of status showing his qualifications in the radio and television electronics trade.

In the new regulations, the radio and television electronics trade is defined as "the repairing, adjusting and servicing of radio, television and two-way radio equipment, closed circuit television monitors, inter-communication sets and amplifiers, domestic record players and recording equipment".

As an alternative to entering into an apprenticeship contract with an employer, a person in any establishment who regularly engages in the work of the radio and television electronics trade may enter into a contract of apprenticeship with the Director of Apprenticeship. This is also the practice in the motor vehicle repair, carpentry, plumbing and electrical trades.

To qualify for a certificate of journeyman's status in the radio and television electronics trade, an applicant must have had at least 8,000 hours' experience in the trade, including time credits for appropriate trade training, which is also the minimum experience required under the British Columbia regulations pertaining to the radio, television and electronics trades (L.G., Oct. 1956, p. 1290).

The number of apprentices in any establishment may not exceed the number of journeymen except that, where no journeymen are employed, the employer may engage one apprentice. As is the case with the other designated trades, a journeyman employer who regularly works at the trade will be deemed to be a journeyman. A provincial ratio is also imposed, the regulations providing that the number of registered apprentices in the radio and television electronics trade may not exceed the total number of journeymen engaged in the trade in the province.

### Saskatchewan Power Commission Act

On the recommendation of the Saskatchewan Power Commission, the Lieutenant Governor in Council has by O.C. 1563/57, gazetted on August 16, adopted as rules and regulations under the Power Commission Act the American Standard Code for Gas Transmission and Distribution Piping Systems (ASA B31.1.8-1955), which is contained in Section 8 of the American Standard Code for Pressure Piping (ASA B31.1-1955).

The Code sets out rules with respect to the design, fabrication, installation, inspection, testing, and the safe operation and maintenance of gas transmission and distribution systems, including gas pipelines, compressor stations, metering and regulating stations, gas mains and gas services up to the outlet of the customer's meter set assembly. It also deals with gas storage equipment of the closed pipe type, gas storage lines and the conditions of use of the elements of the piping systems described above.

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### N.Y. Workers Ruled Ineligible for Jobless Benefits While on Vacation

In a test case involving the right of workers to receive unemployment insurance benefit while on paid vacation, New York State recently ruled against the union concerned. The decision by the state's referee, however, does not conflict with the ruling made last January by the New York State Unemployment Insurance Appeals Board, which allowed the right of workers to collect benefits for a period of paid vacation (L.G., Aug., p. 939).

The previous ruling at the time it was made was interpreted to mean that if the plant was closed with union consent, or according to collective agreements, claims would not be allowed. In the recent case, the Textile Workers of America was found

to have consented in its contract to the closing of the plant for an annual vacation.

The referee pointed out that if the union had not consented to the shutdown the claimants, comprising more than 1,900 employees of the Amsterdam division of Greenville Mills, Inc., would have been entitled to benefits; and he thus left the door open for payment of such claims in other circumstances.

Dr. Isador Lubin, State Industrial Commissioner, says that he will seek legislation next year to outlaw benefits on paid vacations but allow them on unpaid vacations. Such a provision was included in a bill vetoed this year by Governor Harriman because of other features.

# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Number of claims for benefit, of claimants on "live" file and of new beneficiaries in July higher than month and year earlier, statistics\* show; but average weekly number of beneficiaries lower than June

The number of initial and renewal claims for unemployment insurance benefit in July was 114,107, an increase of more than 30 per cent over the June figure of 86,419 and 55 per cent higher than the 73,547 claims recorded during July 1956.

The number of claimants having an unemployment register in the "live file" on the last working day of July (205,779, of which 138,938 were males and 66,841 were females) was virtually unchanged from June, when it was 204,516 (140,265 males and 64,251 females). Compared with one year ago, however, this month's figure represents an increase of close to 50 per cent, the count at July 31, 1956, being 138,467 (82,239 males and 56,228 females). As a proportion of the insured population, the count of claimants on July 31 constitutes 5.3 per cent this year as against 3.7 per cent last year.

Examination of the distribution of the claimants in the various duration categories shows a decline from the previous month in the proportion of those on the register more than one month. At the end of June, 62 per cent of the claimants were registered for a period of five weeks or more, but at the end of July this proportion had declined to 55 per cent, being more pronounced in the case of the males (from 62 per cent to 52 per cent) than of females (63 per cent to 60 per cent). The distribution for July 31, 1956, is similar to that shown for the current month.

As of July 31, 1957, males constitute close to 70 per cent of the total claimants, i.e., practically unchanged from June but substantially higher than in July 1956, when the proportion was below 60 per cent.

Initial and renewal claims adjudicated during July totalled 108,349. Of these,

85,678 or 80 per cent were considered "entitled to benefit". While an almost equal number of initial and renewal claims were considered entitled to benefit, only 68 per cent of the initial as against 90 per cent of the renewal were in this category. This is mainly due to a basic difference in the two types of claims, the initial being the instrument for establishing the benefit period. Of the 19,193 initial claims categorized "not entitled", 11,420 or 60 per cent were cases in which the benefit period was not established. Disqualifications arising from initial, renewal and revised claims numbered 18,500, the chief reasons being: "voluntarily left employment without just cause" 6,347 cases; "not capable of and not available for work" 4,585 cases and "refused offer of work and neglected opportunity to work" 1,810 cases.

New beneficiaries totalled 71,453 during July, an increase of 10 per cent over the 64,546 for June and 90 per cent higher than the 37,544 persons who commenced benefit during July 1956.

The number of weeks and amount of benefit paid, as well as the estimated number of beneficiaries, declined in July from June. A substantial increase occurred, however, in all these categories over the same month last year, the number of weeks and amount of benefit increasing by 60 per cent and 75 per cent respectively, and the estimate of beneficiaries being 50 per cent higher. Benefit payments amounted to \$13,799,832 in respect of 685,884 weeks

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

\*See Tables E-1 to E-4 at back of book.

for July, \$14,356,036 and 709,167 weeks for June and \$7,927,559 and 436,797 weeks for July 1956.

The decline in the amount of benefit paid in July over June was associated with the reduction in duration on the register, especially for the males. The substantial increase over last year is due to an increase of claimants, particularly in the proportion of males, who characteristically draw at higher rates than females. Also the effect of the generally higher benefit rates introduced in October 1955 is more pronounced this year than last. In many cases, payments made last year were on benefit periods established under the 1940 Act, when the benefit rates were considerably lower.

The average weekly rate of benefits paid was \$20.12 for July, \$20.24 for June and \$18.15 for July 1956.

The average weekly rate of benefit paid fictitiously was estimated at 155,800 for July, 177,300 for June and 104,000 for July 1956.

In order to facilitate comparison with claims data, beginning with this report, *preliminary* estimates of the insured population are shown for the month under review, whereas formerly *final* estimates were for the previous month. This preliminary estimate is prepared on the basis of the percentage change in the "non-agricultural paid workers" segment of the labour force. It is subject to revision when the employment index for this date becomes available; a comparison of estimates for previous months based on the two methods indicates that the adjustment is not likely to be significant.

## Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for July show that insurance books or contribution cards have been issued to 4,298,543 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1957.

At July 31, employers registered numbered 294,634, an increase of 1,129 since June 30.

## Enforcement Statistics

During July 1957 there were 4,942 investigations conducted by enforcement officers across Canada. Of these, 3,738 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 97 were miscellaneous investigations. The remaining 1,107 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 127 cases, 61 against employers and 66 against claimants.\* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 662.\*

## Unemployment Insurance Fund

Revenue received in July totalled \$23,070,810.31 compared with \$20,240,554.22 in June and \$20,721,560.42 in July 1956. Benefit payments in July amounted to \$13,776,646.25 compared with \$14,330,727.76 in June and \$7,906,932.01 in July 1956. The balance in the fund on July 31 was \$862,023,425.84; on June 30 there was a balance of \$852,729,261.78 and on July 31, 1956, of \$864,671,166.80.

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# Decisions of the Umpire under the Unemployment Insurance Act

## Decision CUB-1385, August 14, 1957

**Summary of the Facts:** The three claimants interested in this appeal had been in the employ of (Company A) for a few days when they lost their employment on September 24, 1956, because of a strike at the company's premises. Previously, they had been employed with (Company B) for a number of years in their respective trades.

They filed an application for benefit and were disqualified by the insurance officer on the grounds that they had lost

their employment by reason of a stoppage of work attributable to a labour dispute at the premises at which they were employed, within the meaning of section 63 of the Act.

The claimants appealed to a board of referees, contending that since they were still on the seniority rolls of (Company B) and they had taken only temporary and casual work with (Company A) they had

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\*These do not necessarily relate to the investigations conducted during this period.



no interest whatsoever in the dispute and the provisions of section 63 did not apply to their case.

After having heard the representations of officials of the (interested union) at a hearing on November 5, 1956, the board of referees unanimously dismissed the appeal on the grounds that, while it might be true that the claimants commenced work in classifications different to those under which they operated with their previous employer, they had to be considered as belonging to a grade or class of workers that immediately before the commencement of the stoppage included members who were employed at the premises at which the stoppage had taken place and were participating in, financing or directly interested in the dispute. The board noted that the evidence given at the hearing showed that the three claimants had become re-employed by (Company A) at various dates following the resumption of work at the plant.

(The interested union) appealed to the Umpire. On behalf of the union, (the union representative) requested a hearing before the Umpire, which was held on July 3, 1957, and which he attended. The Unemployment Insurance Commission was represented.

**Conclusions:** The facts clearly indicate that the claimants lost their employment with (Company A) on account of a stoppage of work attributable to a labour dispute. They also clearly show that aside from any consideration of "grade" and "class" the claimants themselves were parties to the dispute inasmuch as it related to the terms and conditions of their employment. Indeed, when they returned to work for (Company A) at the conclusion of the stoppage of work, they received an increase in wages. This comes squarely within the concept of the term "directly interested in" a labour dispute as interpreted by the Umpire in many decisions.

(The union representative) argued at the hearing that the temporary and casual nature of the claimants' employment with (Company A), exemplified by their return to the employ of (Company B) in January 1957, precluded a disqualification under section 63 of the Act. In support of his contention he referred to Decision CUB-531.

CUB-531 deals with the case of a claimant who, upon losing his temporary employment as a seaman as a consequence of a labour dispute, registered for work in his regular trade as a pressman emphatically stating that he had left "navigation" for good and had no intention whatsoever of returning to sea at the conclusion of the

stoppage of work. This case, which, as indicated by the Umpire, was one of exception, cannot aptly serve as a precedent for the case at hand. The presumption that after the temporary interruption caused by the labour dispute, the appellants would resume their temporary employment and would then stand to lose or gain as a result of the dispute is fully borne out by their return to work for (Company A) at the conclusion of the stoppage of work in October with benefits derived from the settlement of the dispute.

For these reasons the decision of the board of referees is affirmed and the appeal is dismissed.

### Decision CUB-1386, August 14, 1957

**Summary of the Facts:** The claimant and those associated with him in this appeal, who are members of (Union A) and who were employed as weavers by ....., lost their employment on August 23, 1956.

According to the submissions, the company and (Union B) had a bargaining agreement which expired in January 1956 but was automatically extended during the period of conciliation proceedings. As time progressed and no settlement could be reached on the matters in dispute, (Union B) held a meeting on the night of August 22, 1956, and decided to take immediate strike action. At 7:30 a.m. on August 23, 1956, about 215 workers, all members of (Union B), went on strike and set up picket lines around the plant. Remaining at work were approximately 102 non-striking members of (Union A), the other union in the plant. However, these 102 workers stayed at work for part of the morning of August 23 and at 1:00 p.m. the same day congregated outside the plant to hold a meeting with their union representative. They did not return to work nor made any attempt to cross the picket lines.

The claimants filed an application for benefit and the insurance officer disqualified them for the duration of the stoppage of work because, in his opinion, they had lost their employment by reason of a stoppage of work due to a labour dispute at the premises at which they were employed (Section 63 of the Act).

The claimants appealed to a board of referees, which, after having heard them, their representative and an official of the company on October 24, 1956, unanimously reversed the decision of the insurance officer. In reaching its decision the board pointed out that examination of the claimants and statements made by their representative showed convincing evidence

that the threat of violence on the picket lines was real; that as the members of the claimants' union were not on friendly terms with the striking union they had real cause to be apprehensive that if they tried to cross the picket lines serious injury would follow. The board was also of the opinion that the claimants were not willing parties to the labour dispute.

The Director of Unemployment Insurance appealed to the Umpire, contending that the evidence before the board did not support the finding that the "threat of violence was real" but rather indicated "that the (Union A) members' failure to cross the picket line was a tactical move in the jurisdictional dispute between the two unions".

(Union A) requested an oral hearing before the Umpire, which was held April 11, 1957. Both that union and the Unemployment Insurance Commission were represented at the hearing.

On behalf of the claimants and their union, their lawyers, on June 5, 1957, submitted affidavits of five employees of the company as to the possibility of violence had members of (Union A) crossed the picket lines.

**Conclusions:** The question of whether the refusal to cross a picket line amounts to a voluntary withdrawal of labour by the individuals so refusing to cross it is entirely one of fact.

The board of referees, after having had the opportunity of hearing not only officials of the interested union but also the personnel manager of the company, unanimously found that "a very nasty and potentially dangerous situation" existed at the plant.

I have carefully read the transcript of the evidence taken before the board and I am not prepared to say that it does not support that finding.

It is true that the employer's representative testified only to the trouble which had taken place on two occasions when individuals tried to "buck straight through the line" but, in my opinion, such incidents in addition to the existence of a jurisdictional dispute between the two unions justify the conclusion that an attempt by the claimants to cross the picket line was very likely to provoke violence, disturb the peace and result in possible bodily harm.

Under the circumstances, I cannot uphold the appellant's contention that the claimants' refusal to cross the picket line amounted to a voluntary withdrawal of labour and thus to a participation in the dispute.

Counsel for the appellant submitted at the hearing that the claimants had failed to prove that they were in a different class of workers from the strikers, as required by paragraph (b) of subsection (2) of section 63.

This question was not taken on appeal and even if it had, I could not aptly deal with it because of lack of sufficient information. Where a board of referees fails to consider an important aspect of a case, the correct procedure is for the insurance officer to refer it back to the board, which is in a better position than the Umpire to gather the relevant facts.

The appeal is dismissed.

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## Report of Board

*(Continued from page 1213)*

### 3. *Building Mechanics—Rate and Classifications*

No change except as brought about by "1" above.

### 4. *Article 30, Subsection 3 of Present Agreement*

No change.

## General Comments

### *Assigned Rest Days*

The Board is confident that the parties will reach a satisfactory resolution of this issue in the spirit of give-and-take which was evident in the discussion before us.

### *History of Collective Bargaining*

The Board notes with regret that neither party has effectively tried to comply with the spirit of Sections 13 and 15 of the "Industrial Relations and Disputes Investigation Act".

All of which is respectfully submitted.

(Sgd.) ADAM BELL,  
*Chairman.*

(Sgd.) JOHN GROVES GOULD,  
*Member.*

(Sgd.) A. T. ALSBURY,  
*Member.*

# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during August

### Works of Construction, Remodelling, Repair or Demolition

During August the Department of Labour prepared 203 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 167 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in August for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production (July report) .....	130	\$824,786.00
Defence Production (August report) .....	118	788,388.00
Post Office .....	13	90,867.65
R.C.M.P. ....	1	2,352.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.



(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or if there be no such custom, then fair and reasonable hours.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.

## Wage Claims Received and Payments Made during August

During August the sum of \$1,347.10 was collected from six contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 44 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during August

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Radville Sask:* Larsen's General Contractors, construction of Larsen Dam.

### Central Mortgage and Housing Corporation

*Chatham N B:* M F Schurman Co Ltd, construction of sewage treatment plant, St Margaret's; Sterling Electric, \*construction of fire alarm system. *Fredericton N B:* Kilburn Equipment Ltd, exterior painting of housing units, Maryland Heights. *Nitro Que:* Charney Bros Inc, exterior painting of houses. *St Hubert Que:* Town & Country Nurseries, site improvement & planting. *Valcartier Que:* Service Paysagiste National Ltd, site improvement & planting. *Guelph Ont:* Marshall Bros, \*installation of field tile drainage; Cosmo Carere Construction Ltd, \*grading & drainage of lots 48 to 76; Jannes Hartsema, \*exterior painting of houses. *Hespeler Ont:* Len Owen, \*repairs to basements. *Sarnia Ont:* ICB Price, \*repairs to basement floors & walls, Project No 8/48. *Toronto Ont:* Ruscica Bros, construction of roads, parking areas, sewers, etc, Lawrence Heights. *Waterloo Ont:* Len Owen, \*repairs to basements. *Wingham Ont:* Len Owen, \*repairs to basements. *Weyburn Sask:* Home Development Co Ltd, construction of housing units. *Comox B C:* Holland Landscapers Ltd, site improvement & planting. *Courtenay B C:* Hager & Ryvers Ltd, \*exterior painting.

### Department of Citizenship and Immigration

*Pierreville Indian Agency Que:* Lachapelle & Bibeau Ltd, construction of road, St Francois du Lac. *Seven Islands Indian Agency Que:* Desrosiers & Freres Enrg, construction of residence. *Christian Island Indian Agency Ont:* Fred Laurin, construction of day school & teacher's quarters. *Kenora Indian Agency Ont:* Paul G Wallin, renovations to sewage disposal system & construction of access road, St Mary's IRS; Lindstrom & Neilson Ltd, renovations to water supply system & addition to pump house, Cecilia Jeffrey IRS. *Manitoulin Island Indian Agency Ont:* Ferguson Construction Co, construction of teacher's residence, South Bay. *Norway House Indian Agency Man:* Emery Bros, construction of Saggitawack day school & teacher's quarters; G F Thompson, construction of Nickaway day school & teacher's quarters; G F Thompson, construction of residence, Norway House IRS. *The Pas Indian Agency Man:* Calvert Construction Co Ltd, construction of residence, Lynn Lake. *Blackfoot Indian Agency Alta:* Goodrich & Trieber, construction of teacher's residence, Old Sun IRS. *Saddle Lake Indian Agency Alta:* Romeo Genereux, construction of Frog Lake day school & teacher's quarters; Genereux Building Supplies Ltd, construction of day school & teacher's quarters. *Kamloops Indian Agency B C:* Taylor & Son Ltd, construction of day school, Kamloops IRS.

*Kwawkewlth Indian Agency B C*: McGinnis Bros, construction of residences, Alert Bay IRS. *West Coast Indian Agency B C*: Gordon Latham Ltd, installation of heating equipment, Alberni IRS. *Williams Lake Indian Agency B C*: Hilmar Wolf Construction, construction of residence, Cariboo IRS. *Yukon Indian Agency Y T*: Dawson & Hall Ltd, construction of residences, Lower Post IRS.

### Defence Construction (1951) Limited

*Bedford Basin N S*: Standard Paving Maritime Ltd, asphalt paving of roads, etc, RCN Magazine. *Rockcliffe Ont*: Dibblee Construction Co Ltd, construction of roads, walks & storm sewer for barrack block, RCAF Station. *Camp Shilo Man*: Claydon Co Ltd, extension to underground steam distribution system to school No 2. *Churchill Man*: Dominion Steel & Coal Corp Ltd, erection of security fencing, RCAF Station. *Edmonton Alta*: Mannix-O'Sullivan Paving Co Ltd, paving at Griesbach Barracks. *Dawson Creek to Fort St John B C*: Poole Engineering Co Ltd, paving of Alcan Highway. *Victoria B C*: Farmer Construction Ltd, alteration to bldg 24, Canadian Service College, Royal Roads.

### Building and Maintenance

*Montreal Que*: Geocon Ltd, repairs to water tube boiler, No 25 COD, Notre Dame St East. *Rockcliffe Ont*: J Gascoigne Ltd, reroofing of hangar No 54 & leantos, RCAF Station. *Trenton Ont*: McNeilly-Bavington Ltd, exterior painting of PMQs, RCAF Station.

### Department of Defence Production

#### (July Report)

*Corner Brook Nfld*: Locke's Electrical Ltd, rewiring & relighting of armouries. *Grand Falls Nfld*: Locke's Electrical Ltd, rewiring & relighting of armouries. *St John's Nfld*: Clem Tremblett, interior painting of bldg No 4, Kenna's Hill, Buckmaster's Field. *Aldershot N S*: M L Foster, exterior painting of bldgs, Military Camp; Standard Paving Maritime Ltd, seal coating of roads in camp. *Dartmouth N S*: Mack's Construction Ltd, extension to inflammable stores bldg No 11, RCN Armament Depot; Western Plumbing & Heating Co Ltd, connecting of heating system to central heating plant, RCN Air Station. *Shearwater N S*: Fundy Construction Co Ltd, repairs to door, hangar No 109, RCN Air Station. *Sydney N S*: Dominion Steel & Coal Corp Ltd, erection of fence, RCAF Station. *Truro N S*: Hub Electric Co, rewiring & relighting of armouries & drill hall. *Camp Gagetown N B*: Fredericton Propane Gas Co Ltd, maintenance & repairs to propane gas equipment. *Chatham N B*: Byron H MacDonald, interior painting of PMQ's, RCAF Station. *St Margaret's N B*: William J Kerr, clearing & grubbing of areas, RCAF Station. *Montreal Que*: Richard & B A Ryan Ltd, exterior painting of bldgs, No 25 COD, Longue Pointe; All Weather Aluminum Industries Ltd, installation of aluminum storm windows, DND areas, No 25 COD, Longue Pointe; Atlas Tile Flooring Co, installation of flooring & coverings in armouries. *St Hubert Que*: W Collin Reg'd, interior painting of PMQs, RCAF Station; Edgar Milot Inc, repainting of runway markings, RCAF Station. *Ste Therese Que*: G M Gest Ltd, replacement of power line posts at Bouchard Military Camp. *Clinton Ont*: D A Kay & Son, interior painting of barrack blocks, RCAF Station; Len J McCarthy, exterior painting of bldgs, RCAF Station. *Downsview Ont*: H H Sutton, landscaping of areas, No 1 Supply Depot, RCAF Station. *Lakeview Ont*: Taylor Bros, installation of refrigerated dry storage battery room, No 15 ROD. *North Bay Ont*: Willard & Bluj, interior painting of PMQs, RCAF Station. *Ottawa Ont*: J R Douglas Ltd, reroofing of Kildare Annex; Rene Goulet Construction Co Ltd, repairs to foundation & verandah floor, Connaught Rifle Range; National Roofing, reroofing of bldg No 7, Victoria Island. *Toronto Ont*: Lord & Burnham Co Ltd, painting & reglazing of greenhouse, RCAF Staff College. *Trenton Ont*: Walter F MacCormack, laying out & painting of runway markings, RCAF Station. *Uplands Ont*: A Geo Linke, interior painting of PMQs, RCAF Station; Presley Painting & Decorating Co Ltd, interior painting of bldgs, RCAF Station. *Gimli Man*: Carlson Decorating Co, exterior painting of steelox PMQs, RCAF Station; Fonseca Roofing & Sheet Metal Co, repairs to roofs, RCAF Station; Maple Leaf Construction Ltd, repairs to access road, RCAF Station; Vulcan Iron & Engineering Ltd, repairs to stokers in boiler room, RCAF Station. *Shilo Man*: Barr's Transfer, loading, hauling & spreading gravel on South Range Road, Military Camp; Western Asbestos Co Ltd, installation of floor covering in bldgs; Lawn Services, cutting of grass in camp & residential areas, Military Camp. *Winnipeg Man*: Commercial Building Maintenance Co, window maintenance service for 1957-58, Fort Osborne Barracks; J Roberts Plastering, plastering & painting interior of central heating plant, RCAF

Station. *Estevan Sask*: Waterman-Waterbury Mfg Co Ltd, installation of boiler, stoker & equipment in drill hall, airport. *Moose Jaw Sask*: Waterman-Waterbury Mfg Co Ltd, installation of underground steam distribution system, RCAF Station; Moose Jaw Heating & Plumbing Co Ltd, installation of roofs & flashings at armouries. *Regina Sask*: A Larsen, repairs to & waterproofing, etc, of exterior brickwork & copings of bldg No 2, Area Ordnance Depot. *Saskatoon Sask*: Ches Foulds, raising & renovation of bldg No 28, RCAF Station; Eddie Petit Landscaping, application of fertilizer & top soil, RCAF Station. *Namoo Alta*: Telford Construction Ltd, replacement of hydrants, etc, RCAF Station, Lancaster Park. *Penhold Alta*: Cor Van Der Hoek, interior painting of hangar No 3, RCAF Station. *Camp Chilliwack B C*: Columbia Bitulithic Ltd, spreading of crushed rock & asphalt primer on various roads. *Esquimalt B C*: Old Country Decorators Ltd, exterior painting of residences, Belmont Park. *Prince Rupert B C*: Sinclair & Kells, exterior painting of bldg, HMCS *Chatham*. *Sea Island B C*: Adanac Home Improvements Ltd, residing of bldgs, RCAF Station. *Vancouver B C*: Kingsway Garden Shop Ltd, cutting & removal of grass from lawns, Jericho area. *Victoria B C*: City Construction Co Ltd, resurfacing of road, Work Point Barracks.

### National Harbours Board

*Quebec Que*: Simon Handling Engineers Ltd, installation of pneumatic clean-up equipment for marine towers. *Montreal Que*: E G M Cape & Co (1956) Ltd, improvements to grain elevator conveyors, etc, near Elevator No 3; Simon Handling Engineers Ltd, installation of pneumatic clean-up equipment for marine towers at elevator B-1 & Tarte Pier; Canit Construction Ltd, construction of wharf at sections 62 to 65 & construction of wharf extension at sections 53 to 55; Louis Corbeil Inc, construction of garage at Jacques Cartier Barracks. *Vancouver B C*: Northern Construction Co & J W Stewart Ltd, construction of Princess Ave Pier.

### National Research Council

*Ottawa Ont*: Malloff Ltd, construction of extension to cafeteria bldg M-21, Montreal Road Laboratories.

### Department of National Revenue

*Forest City N B*: Wilkins & Greenlaw, construction of customs-excise residence bldg. *Windygates Man*: Gordon L Holmes, construction of customs-excise residence bldg. *Pleasant Camp B C*: Whitehorse Construction & Yukon Construction Ltd, construction of pump & power station.

### Department of Public Works

*St John's Nfld*: Canadian National Railways Drydock, \*repairs to Dredge *PWD No 400*; E F Barnes, \*repairs to Dredge *PWD No 400*. *Terra Nova National Park Nfld*: Concrete Products (Nfld) Ltd, grading on Trans-Canada Highway from Big Brook to Charlottetown; Concrete Products (Nfld) Ltd, clearing from Charlottetown access road to park boundary. *Charles Cove N S*: Continental Construction Ltd, breakwater reconstruction. *Inverness N S*: M C Campbell Construction Co Ltd, repairs to piers. *Weymouth North N S*: Stanley Reid, wharf extension. *Bathurst N B*: The Ellis-Don Ltd, construction of federal bldg. *Cape Bald N B*: J W & J Anderson Ltd, harbour improvements. *Newcastle N B*: Kenney Construction Co Ltd, construction of federal bldg. *Union Mills N B*: Edwin S Green, construction of customs & immigration office bldg. *Anse a Valleeau Que*: Eloie Boulay, construction of landing extension. *Anse au Griffon Que*: Emile Cloutier, construction of landing extension. *Beloeil Station Que*: Tracy Construction Inc, reconstruction of guide piers & ice breakers. *Cap Chat Que*: Les Entreprises Gaspe Inc, construction of protection wall. *Clarke City Que*: Alphonse Montminy, \*wharf repairs & dredging. *Sandy Beach Que*: Marcel Cauvier & J E Keays, construction of marine hauling slip. *Grande Vallee Que*: Bert Dimock, \*dredging. *Les Boules Que*: Les Entreprises Gaspe Inc, construction of protection wall. *Premier Etang Que*: La Cie de Construction Arseneau, construction of breakwater extension. *Richmond Que*: Vincent Freres Ltd, construction of federal bldg. *St Gabriel de Brandon Que*: Emilien Lafortune, addition & modifications to federal bldg. *St Joseph de Beauce Que*: J P A Normand Inc, construction of federal bldg. *Sorel Que*: Sorel Mill & Builders Supply Ltd, improvements to terminal wharf No 1. *Amherstburg Ont*: McQueen Marine Ltd, \*dredging. *Belleville Ont*: M Sullivan & Son Ltd, construction of diesel power plant, machine shop, Agricultural Science Service Laboratory. *Cobourg Ont*: James Kemp Construction Ltd, construction of federal bldg. *Goderich Ont*: Ontario Marine & Dredging Ltd, \*dredging. *Grand Bend*



*Ont:* Dean Construction Co, \*dredging. *Haliburton Ont:* Joseph Taylor, construction of federal bldg. *Hamilton Ont:* J P Porter Co Ltd, \*dredging. *Hawkestone Ont:* Simcoe Dock & Dredging Co, \*removal of submerged remains of wharf. *Port Stanley Ont:* Ruliff Grass Construction Co Ltd, harbour repairs & improvements. *Rondeau (Erieau) Ont:* Detroit River Construction Ltd, \*dredging harbour entrance. *Walpole Island Ont:* Birmingham Construction Ltd, shore protection. *Banff National Park Alta:* New West Construction Co Ltd, construction of Bow River Bridge & CPR Overpass, mile 43.3 & mile 43.5, Trans-Canada Highway; Burns & Dutton Concrete & Construction Ltd, construction of CPR overpasses, mile 48.6 & mile 50.6, Trans-Canada Highway; Burns & Dutton Concrete & Construction Ltd, grade separation at junction TCH & Banff-Jasper Highway, *Glacier National Park B C:* Mannix Ltd, clearing & grubbing mile 1 to mile 13. *Kootenay National Park B C:* Assiniboia Construction Co Ltd, grading, culverts, base course & prime coat, mile 25 to mile 32, Banff-Windermere Highway; Premier Construction Co Ltd, grading, culverts, base course & prime coat, mile 18 to mile 25, Banff-Windermere Highway; Concrete Constructors Ltd, widening of Haffer, Wardle & Kootenay bridges, Banff-Windermere Highway. *Madeira Park B C:* Horie & Tynan Construction Ltd, construction of float. *Fort Simpson N W T:* H Kelly Co Ltd, installation of plumbing facilities, Indian day school & residence. *Fort Smith N W T:* Yukon Construction Co Ltd, construction of bldgs. *Whitehorse to Mayo Highway Y T:* Poole Construction Co Ltd, construction of Crooked Creek Bridge.

### Department of Transport

*Tides Cove Point Nfld:* S J Clark, construction of dwellings, fog alarm bldg & demolition of bldgs. *Summerside P E I:* Lynk Electric Ltd, installation of airport lighting facilities. *Fredericton N B:* Weyman Construction Co Ltd, construction of instrument landing facilities & related work. *Moncton N B:* Diamond Construction (1955) Ltd, additional development at airport. *Ancienne Lorette Que:* Emile Frenette Ltd, construction of instrument landing facilities at Quebec Airport. *Kapuskasing Ont:* Besner Bros Construction, additional development at aerodrome. *Ottawa Ont:* Navadis Construction Ltd, construction of raytheon AASR site, Uplands Airport. *Point Peter Ont:* Hugh Murray Ltd, construction of marine radio beacon bldg. *Churchill Man:* Wirtanen Electric, installation of power service to new transmitter site. *Yorkton Sask:* Logan & Black Ltd, construction of dwelling. *Trial Island B C:* M P Paine Co, construction of dwelling.

## Queen's University Publishes Study of SUB Plans in Canada

"The characteristic of supplemental unemployment benefit plans which makes them palatable and acceptable to many employers is the *specific limitation* on the employer's liability," say the authors of a new booklet, *Private Unemployment Benefit Plans in Canadian Industry*, published by the Department of Industrial Relations of Queen's University. The authors are James C. Cameron, Professor of Industrial Relations, and F. J. L. Young, Lecturer in Industrial Relations, at the University.

"Few union demands have aroused so much comment as the original demand for an outright annual wage guarantee," the authors say. "Almost immediately there was general agreement among employers that the original concept was impractical and that few companies were in a position to guarantee a year's pay to all employees. Adoption of supplemental unemployment benefit plans rather than guaranteed annual wage plans by Ford and General Motors undoubtedly did much to relieve the

anxiety of many people, although there is still widespread fear of 'the new look GAW'. Many persons, in fact, assert that the same objections are equally applicable to old and new plans. In the opinion of the authors of this study, such is not the case. The new approach means adoption of a new principle—the *substitution of limited for unlimited liability*."

The booklet is a report of a study of private unemployment benefit plans which was begun in January 1957. The study was based on information furnished by most of the companies in Canada known to have SUB plans. In the opinion of the authors, "a representative sample of Canadian experience" was obtained.

The report is divided into five parts: Part I, American Experience; Part II, Canadian Practice; Part III, Government Regulations; Part IV, Important Issues; and Part V, Future Trends.

Six plans are described under "Canadian Practice".

# PRICES AND THE COST OF LIVING

## Consumer Price Index, September 1957

A further rise of 0.6 per cent in the consumer price index (1949=100) occurred between August and September, bringing the index to 123.3 from 122.6\*. The increase was almost entirely seasonal, and a 1.4-per-cent increase in the food index from 120.2 to 121.9 was the main factor in determining the level of the September index. Increases were reported for eggs, pork and butter as well as higher prices for oranges, bananas and lettuce, although other fruits and vegetables were lower.

The shelter index increased from 135.3 to 135.6 as the home-ownership component advanced more than rents.

The clothing index rose fractionally from 108.2 to 108.3 as price increases were reported for a number of items of men's wear, including new fall lines; these were partially offset by further decreases in women's wear brought about, in part, by sale prices.

Fractionally higher prices for furniture, floor coverings, utensils and equipment, household supplies and services moved the household operation index from 119.7 to 119.8. Further seasonal increases for coal were balanced by lower prices for fuel oil.

An increase in the other commodities and services index from 126.9 to 127.1 reflected higher prices for automobile repairs and servicing, automobile insurance, local street car and bus fares and some railway fares. Automobile prices showed further decreases.

The index for September 1956 was 119.0 and group indexes on that date were: food, 115.5, shelter 133.1, clothing 108.4, household operation 117.1 and other commodities and services 121.4.

## City Consumer Price Indexes, August 1957

All ten regional city indexes (1949=100) were higher between July and August 1957, increases ranging from 0.2 per cent in Montreal to 1.1 per cent in Halifax†.

Food indexes rose in all ten cities, these increases accounting for most of the movement in the total indexes. Substantially higher prices were general for eggs and

most pork items with more moderate price increases reported in most cities for beef, chicken, butter, potatoes and grapefruit.

Regional consumer price index point changes between July and August were as follows: Halifax +1.3 to 120.6; St. John's +0.9 to 110.5‡; Saint John +0.9 to 123.3; Saskatoon-Regina +0.9 to 120.2; Vancouver +0.8 to 122.5; Winnipeg +0.7 to 120.7; Edmonton-Calgary +0.7 to 119.8; Ottawa +0.6 to 124.0; Toronto +0.4 to 125.9; Montreal +0.2 to 122.2.

## Wholesale Prices, August 1957

Canada's wholesale price index (1935-39=100) moved downward negligibly between July and August to 227.6 from 228.2. The index has moved less than 1 per cent since last August, when it stood at 227.0, whereas over the 12 months ending August 1956 it rose more than 3 per cent from 219.7.

Although five component groups moved downward, only vegetable products and non-ferrous metals recorded significant decreases. The decline in the other three groups were less than 0.5 per cent.

Vegetable products group index fell 1.2 per cent to 192.8 from 195.2, due mainly to lower prices for sugar, potatoes, onions, raw rubber, coffee, canned fruits, vegetables, hay, livestock, and poultry feeds, milled cereal foods and most grains in the East, which outweighed higher prices for oranges, cocoa, vegetable oils and potatoes in the West. Non-ferrous metals continued its downward trend which began last summer, falling 1.2 per cent to 170.4 from 172.4.

Textile products and wood products both were 0.3 per cent lower at 236.8 versus 237.4 and 299.0 versus 299.8, respectively. Chemical products was practically unchanged at 182.8 versus 182.9.

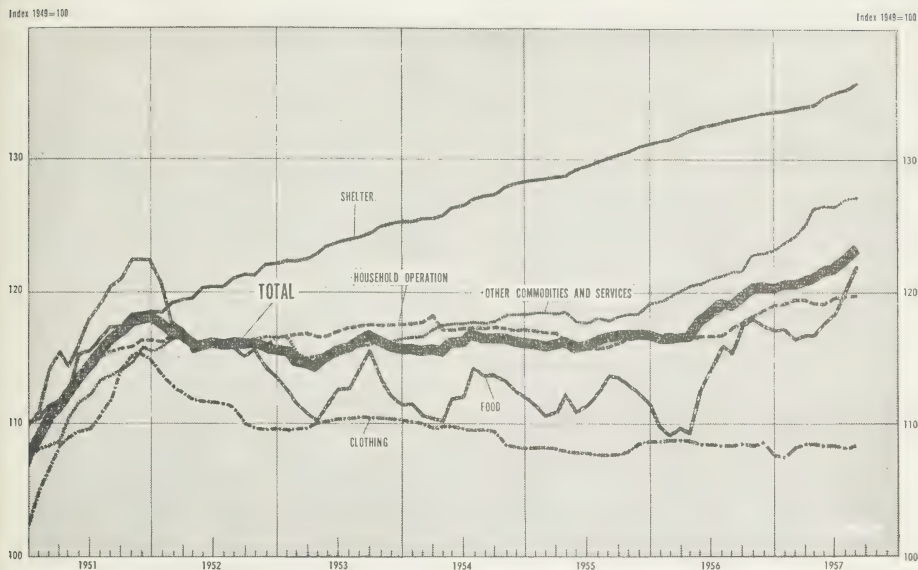
Iron and its products rose 0.8 per cent to 256.4 from 254.3, due to increased prices for steel scrap, chain and tee rails. Animal products was only slightly higher at 246.1 versus 245.8. Non-metallic minerals was virtually unchanged at 188.7 against 188.6, as higher prices for United States anthracite coal slightly outweighed lower prices for United States bituminous coal, gasoline and coal oil in Calgary.

\*See Table F-1 at back of book.

†See Table F-2 at back of book.

‡On base June 1951=100.

## CONSUMER PRICE INDEX FROM JANUARY 1951



The index of farm product prices was almost unchanged in August at 212.6 compared with the July level of 212.7. In field products price changes were fairly widespread, with declines overbalancing gains, as the index moved down to 153.8 from 155.1. Animal products index advanced to 271.3 from 270.2, reflecting gains for calves, butterfat and cheesemilk and for western hogs and eggs. These outweighed losses for steers, lambs and eastern hogs, eggs and poultry, and western fluid milk. Regional grouping showed a decline to 229.8 from 231.1 for the eastern composite but an increase to 195.3 from 194.3 in the western series.

**Residential building materials index** (1935-39=100) eased down between July and August to 293.3 from 294.1. The non-residential building materials index (1949=100) was also fractionally lower at 130.4 versus 130.6. Reflected in the movement were lower quotations for a number of lumber specifications, for items affected by the price of copper and shellac. In addition,

lower prices were noted in the price of cedar shingles in the residential roofing index, while the non-residential series was affected by price declines for concrete mix and gyproc lath.

### U.S. Consumer Price Index, August 1957

The United States consumer price index (1947-49=100) rose two-tenths of 1 per cent in August, setting another record. It was the twelfth consecutive monthly increase, but among the smallest of the twelve.

The index rose between mid-July and mid-August from 120.8 to 121.0. All major groups increased but food and housing were the strongest factors.

### U.K. Index of Retail Prices, July 1957

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose almost a full point, from 105.7 to 106.6, between mid-June and mid-July; a year earlier it stood at 102.0. It was the fourth successive increase.



# STRIKES AND LOCKOUTS

## August 1957

A larger number of work stoppages was recorded by the Economics and Research Branch in August than in July: 42 compared with 34\*. Moreover, twice as many stoppages began in August as during the preceding month: 25 against 12.

Workers involved in the stoppages during the month totalled 14,532; their total time loss numbered 184,450 man-days; the corresponding figure for August 1956 was 86,485 man-days.

Of the time loss during the month, more than two-thirds (131,975 man-days) resulted from the strike of aluminum workers at Arvida. This strike, since settled, had

\*See Table G-1 at the back of the book for the number of strikes and lockouts beginning and in existence, the approximate number of workers involved and the time loss resulting during each of the first eight months of this year and the same months of last year.

Table G-2 deals more specifically with the stoppages involving 100 or more workers in existence during August; it shows the number of workers involved, the approximate time loss, the date the stoppage began and ended, the industry in which it occurred, the major issues and the major terms of settlement (for stoppages that have ended).

involved 6,000 workers since May 1957. It had caused, from the date it began to the end of August, a total time loss of 449,920 man-days. A strike of 2,270 plumbers at Toronto, beginning on August 26, had caused over 11,000 days' loss by the end of the month. At Murdochville, the continuing strike of 400 copper miners caused 10,800 days' loss during the month, and 93,000 days since its beginning in March.

Of the 16 stoppages in existence during the month involving 100 or more workers, four, affecting 6,657 workers, were in the province of Quebec. They caused in August a time loss of 146,750 man-days. Five stoppages, with a time loss of 17,035 man-days, occurred in Ontario; these stoppages affected 3,248 workers. Three stoppages involving 2,280 workers were in Nova Scotia; they caused a time loss of 2,820 man-days. The other stoppages were in British Columbia, New Brunswick and Newfoundland; their time loss totalled 11,065 man-days and 1,559 workers were affected by them.

Most of the 11 stoppages starting during the month that involved more than 100 workers were of comparatively short duration: eight of them lasted fewer than ten days.

## Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 110.

### Congresses and Conventions

1. SASKATCHEWAN CIVIL SERVICE ASSOCIATION. *Proceedings and Minutes of the Forty-fourth Annual Convention held in . . . . Saskatoon, Sask., May 8, 9 and 10, 1957.* Regina, 1957. Pp. 135.

2. SASKATCHEWAN FEDERATION OF LABOUR (CLC). *Proceedings and Minutes of the First Annual (Merger) Convention held in Regina, November 14, 15, 16, 17, 1956.* Regina, 1956. 1 Volume (various pagings).

3. SCOTTISH TRADES UNION CONGRESS. *Reports of Proceedings of Congress held*

in *Rothsay on 9th, 10th, 11th and 12th April, 1957*; *Sixtieth Annual Report*. Glasgow, 1957. Pp. 431.

## Economic Conditions

4. CANADA. DEPARTMENT OF TRADE AND COMMERCE. *Private and Public Investment in Canada, Outlook 1957. Mid-Year Review*. Ottawa, Queen's Printer, 1957. Pp. 8.

5. COMMITTEE FOR ECONOMIC DEVELOPMENT. *Economic Development Assistance. A Long-Term Policy for assisting Economic Growth and encouraging Independence in the Underdeveloped Nations of the Free World*. A Statement on National Policy by the Research and Policy Committee of the Committee for Economic Development. New York, 1957. Pp. 37.

6. GREAT BRITAIN. CHANCELLOR OF THE EXCHEQUER. *Economic Survey, 1957*. London, H.M.S.O., 1957. Pp. 47.

7. GREAT BRITAIN. TREASURY. *United Kingdom Balance of Payments, 1946 to 1956 (No. 2)*. London, H.M.S.O., 1957. Pp. 55.

8. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Economic Survey of Europe in 1956; including Studies of European Transport Problems and Income Distribution in Western Europe*. Prepared by the Research and Planning Division, Economic Commission for Europe. Geneva, 1957. 1 Volume (various pagings).

## Finance

9. CANADA. BUREAU OF STATISTICS. *Financial Statistics of Provincial Governments, 1955; Revenue and Expenditure; Actual*. Ottawa, Queen's Printer, 1957. Pp. 45.

10. CANADA. BUREAU OF STATISTICS. *Financial Statistics of the Government of Canada: Revenue and Expenditure; Direct and Indirect Debt. Actual. (Fiscal years ended March 31, 1954 and March 31, 1955)*. Ottawa, Queen's Printer, 1957. Pp. 26.

11. GREAT BRITAIN. CENTRAL STATISTICAL OFFICE. *Preliminary Estimates of National Income and Expenditure, 1951 to 1956*. London, H.M.S.O., 1957. Pp. 13.

## Insurance

12. CANADA. DEPARTMENT OF NATIONAL HEALTH AND WELFARE. RESEARCH AND STATISTICS DIVISION. *Voluntary Hospital and Medical Insurance in Canada, 1955; Summary Data*. Ottawa, 1957. 1 Volume (unpaged).

13. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Trends in Company Group Insurance Programs*, by Harland Fox. New York, 1957. Pp. 44.

The group insurance plans studied include group life insurance, group accidental death

and dismemberment insurance, group accident and sickness insurance, and group hospital-surgical-medical expense insurance including major medical expense insurance.

## International Agencies

14. INTERNATIONAL LABOUR OFFICE. *Financial and Budgetary Questions*. Second Item on the Agenda. Geneva, 1957. Pp. 81.

At head of title: Report 2. International Labour Conference. 40th session, Geneva, 1957.

15. ORGANIZATION FOR EUROPEAN ECONOMIC CO-OPERATION. *Europe To-day and in 1960. 8th Report of the O.E.E.C.* Paris, 1957. 2 Volumes.

Contents: v. 1. Europe To-day. v. 2. Europe in 1960.

## Labour Laws and Legislation

16. CANADA. DEPARTMENT OF LABOUR. LEGISLATION BRANCH. *Provincial Labour Standards concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Equal Pay for Equal Work, Fair Employment Practices, Weekly Rest-Day and Workmen's Compensation, December, 1956*. Ottawa, Queen's Printer, 1957. Pp. 22.

17. CANADIAN LABOUR CONGRESS. *The U.I.A., its Rights and Obligations; a Handbook on the Unemployment Insurance Act as amended, October 2, 1955 and September 30, 1956*. 2d ed. Ottawa, 1957. Pp. 57.

Contents: Some Basic Information. Eligibility for Benefit. The Transitional Period. Disqualification for Benefit. Registering as Unemployed. Seasonal Benefits. The Right of Appeal. What the Union can do.

## Labour Organization

18. TRADES UNION CONGRESS. *What the TUC is Doing*. London, 1957. Pp. 47.

19. U.S. CONGRESS. SENATE. COMMITTEE ON GOVERNMENT OPERATIONS. *Violation or Nonenforcement of Government Laws and Regulations in the Labour Union Field. Hearings before the Permanent Subcommittee on Investigations of the Committee on Government Operations, United States Senate, Eighty-fifth Congress, First Session, pursuant to Senate Resolution 188, 84th Congress...* Washington, G.P.O., 1957. Pp. 358.

Hearings held Jan. 16-19, 1957.

In these hearings the Permanent Subcommittee on Investigations examined some of the officials of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America with regard to misuse or misappropriation of union funds and other misdemeanors.

## Labouring Classes

20. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *Some Problems of Full Employment*. Melbourne, 1955. Pp. 17.

Some of the problems mentioned are shortage of labour in certain key industries,

local labour shortages, shortage of seasonal workers, shortages of skilled labour, high labour turnover, etc.

21. CANADIAN LABOUR CONGRESS. RESEARCH DEPARTMENT. *Point of Order. (How to conduct a Union Meeting)*. Ottawa, 1956? Pp. 29.

22. HEALTH LEAGUE OF CANADA. QUEBEC DIVISION. COMMITTEE ON ABSENTEEISM. *Absenteeism in Industry*. Montreal, 1957? Pp. 16.

Suggests the following means of cutting down absenteeism: (1) considering the physical and emotional capacities of workers when placing them in jobs; (2) periodic health examination; (3) health education; (4) co-operation between company medical department and the worker's family doctor to rehabilitate the sick or injured worker as fast as possible; and, (5) the provision of safe and healthy working conditions.

23. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Labor Relations in the Atomic Energy Field*, by James J. Bambrick, Jr. and Albert A. Blum. New York, c1957? Pp. 47.

Partial Contents: Unions in the Atomic Energy Field. Management in Atomic Energy. Atomic Energy Hazards Provisions in Union Contracts. Industrial Security Provisions in Union Contracts. The Prevention of Strikes.

24. ONTARIO. DEPARTMENT OF LABOUR. *Thirty-Seventh Report for the Fiscal Year ending March 31, 1956*. Toronto, Queen's Printer, 1957. Pp. 117.

25. TAYLOR, ALBION GUILFORD. *Labor and the Supreme Court*. Williamsburg, The Author, c 1957. Pp. 178.

Provides "a statement of the legal status of activities pertaining to labor-management relations, as determined by the U.S. Supreme Court". Some of the topics dealt with are: the right to strike, boycotts, picketing, feather-bedding, labor injunctions, arbitration, discrimination in employment, and federal-state conflict in labor law.

26. U.S. BUREAU OF LABOR STATISTICS. *Employment and Economic Status of Older Men and Women...* Washington, G.P.O., 1957. Pp. 41.

Presents information on the effect of population, employment, and economic trends on the older workers.

27. U.S. BUREAU OF LABOR STATISTICS. *New England Labor and Labor Problems*. Washington, G.P.O., 1957. Pp. 50.

Contents: Profiles of Worker Family living in Boston, 1875-1950, by Wendell D. Macdonald. Historical Patterns and Recent Trends in Employment, by Edward T. O'Donnell. Labor-Management Relations, by A. Howard Myers. Wages and Personal Income, by Paul Mulkern. The Problems of Depressed Areas, by William H. Miernyk. Labor Turnover in Textile Mills, by Leonard Arnold. Collective Bargaining and Competitive Cost in the Shoe Industry, by E. R. Livernash. The Growth of the Aircraft Industry, by David Pinsky.

## Management

28. AMERICAN MANAGEMENT ASSOCIATION. *Executive Selection, Development, and Inventory*. New York, c1957. Pp. 68.

Contents: Executive Selection and Inventory, by D. E. Balch. A study of Psychological Tests as Instruments for Management Evaluation, by Frederick J. Gaudet. An Integrated Approach to Management Development, by Willard E. Bennett. Training Engineers to manage: the RCA Programs, by Harry Krieger, Jr. They also ran, by Virgil K. Rowland. (Concerns unsuccessful applicants for a job). The Man in the Cap and Gown, by Harlan Hatcher (Dr. Hatcher, President of the University of Michigan considers jobs available to this year's graduates).

29. AMERICAN MANAGEMENT ASSOCIATION. *Organization and Action for Improved Administration; including a Paper on Personnel Budgeting*. New York, c 1957. Pp. 66.

Contents: Organization for Improved Management Performance, by James M. Symes. Decentralization: Fact or Fancy. I. The Case for Decentralization in Fact, by Albert F. Koepeke. II. Decentralization: Fad and Fancy, by Matthew M. Gouger. Mergers and Acquisitions: the Personnel Department's Responsibility for Analysis and Action, by Gavin A. Pitt. Practical Personnel Budgeting, by A. Clifford Thornton. Do You know What Your Employees want to know? By James F. Stiles, Jr.

30. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Preparing the Company Organization Manual*, by Louis A. Allen, New York, c1957. Pp. 88.

"The organization manual contains all of the approved, public data concerning the company's organization. This includes information about the structure itself, definitions of responsibility and authority for individual positions, and statements of relationships. In short, the organization manual is a statement and definition of the formal organization structure."

## Productivity

31. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *The Campaign to raise Productivity in British Industry*. Melbourne, 1955. Pp. 18.

A brief review of the activities of the Anglo-American Council on Productivity and of its successor, the British Productivity Council.

32. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *Productivity*. Melbourne, 1955? Pp. 31.

A review of productivity in Australia with suggestions for increasing it.

33. EUROPEAN PRODUCTIVITY AGENCY. *Productivity in Sweden*. Paris, 1956? Pp. 6.

## Scientists

34. EUROPEAN PRODUCTIVITY AGENCY. *Scientific Manpower for Applied Research; Shortage of Research Workers; How to train and use Them? Third International Conference on the Organization and Administration of Applied Research*, Vienna, 8th-



12th October 1956. Project No. 361. Paris, Organization for European Economic Co-operation, 1957. Pp. 47.

The Organization for European Economic Co-operation convened a conference in Vienna in October 1956 to look into the matter of the shortage of scientific and technical manpower which is likely to hinder industrial development in Europe. Eleven member and associated countries, including Canada, took part.

35. U.S. BUREAU OF LABOR STATISTICS. *Science and Engineering in American Industry; Final Report on a 1953-1954 Survey, prepared for the National Science Foundation*. Washington, G.P.O., 1956. Pp. 118.

Contents: Pt. 1. Research and Development Costs and Personnel. Pt. 2. Factors affecting Company Expenditures for Research and Development.

## Wages and Hours

36. CANADA. BUREAU OF STATISTICS. *Earnings and Hours of Work in Manufacturing, 1955; Earnings and Hours of Male and Female Wage-Earners and Salaried Employees in Larger Establishments in the Last Week of October, 1955*. Ottawa, Queen's Printer, 1957. Pp. 51.

37. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *Time Rates of Wages and Hours of Labour, 1st April, 1957*. London, H.M.S.O., 1957. Pp. 291.

38. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Wage Inflation; a Discussion by the Conference Board Economic Forum and Guests held at... New York City, February 28, 1957*. Revised to April 26, 1957. New York, 1957. Pp. 74.

The Forum discussed these two questions among others: "To what extent have the continuous rounds of wage increases been responsible for the rise in prices paid by all consumers, including labor? and, Can we safely rely as in the past upon monetary, fiscal and market forces to keep wage increases balanced with the capacity of industry to absorb higher labor costs?"

39. U.S. BUREAU OF LABOR STATISTICS. *Union Wages and Hours: Local-Transit Operating Employees, July 1, 1956 and Trend 1929-56*. Washington, G.P.O., 1957. Pp. 10.

Based on union scales in effect on July 1, 1956 covering about 73,000 local-transit operating employees in 52 cities with populations of 100,000 or more.

40. U.S. BUREAU OF LABOR STATISTICS. *Union Wages and Hours: Printing Industry, July 1, 1956 and Trend 1907-56*. Washington, G.P.O., 1957. Pp. 42.

Based on union scales in effect on July 1, 1956 covering about 125,000 printing-trades workers in 53 cities with populations of 100,000 and over.

41. WEATHERFORD, WILLIS DUKE. *Geographic Differentials of Agricultural Wages in the United States*. Cambridge, Mass., Harvard University Press, 1957. Pp. 99.

Partial Contents: The Geographic Pattern of Agricultural Wages. The Geographic Pattern of Wages and the Physical Productivity of Labor. Wages and Value Productivity. The Impact of Labor Supply on Farm Wages. Factors affecting Labor Supply and Wage Rates.

## Women—Employment

42. CANADA. WOMEN'S BUREAU. *Women at Work in Canada; a Fact Book on the Female Labour Force of Canada*. Ottawa, Queen's Printer, 1957. Pp. 60.

"The purpose of this handbook is to give a concise factual account of the growth in numbers, the age distribution, the marital status, the occupations and the earnings of gainfully employed women in Canada."

43. U.S. WOMEN'S BUREAU. *Women in the Federal Service, 1954*. Washington, G.P.O., 1956 (i.e. 1957). Pp. 15.

Discusses the types of positions held by women civil servants, their salaries and their opportunities for advancement.

## Workmen's Compensation

44. ALBERTA. WORKMEN'S COMPENSATION BOARD. *Thirty-Ninth Annual Report for the Year ended December 31, 1956*. Edmonton, 1957. Pp. 36.

45. BRITISH COLUMBIA. WORKMEN'S COMPENSATION BOARD. *Fortieth Annual Report for the Year ended December 31st, 1956*. Victoria, Queen's Printer, 1957. Pp. 41.

46. ONTARIO. WORKMEN'S COMPENSATION BOARD. *Annual Report, 1956*. Toronto, Queen's Printer, 1957. Pp. 38.

47. QUEBEC (PROVINCE) WORKMEN'S COMPENSATION COMMISSION. *Financial Report as at December 31st, 1956*. Quebec, 1957. Pp. 28.

48. SASKATCHEWAN. WORKMEN'S COMPENSATION BOARD. *Twenty-Seventh Annual Report for the Calendar Year 1956*. Regina, Queen's Printer, 1957. Pp. 22.

## Miscellaneous

49. CANADA. DEPARTMENT OF LABOUR. *An Analysis of the Sheet Metal Trade*. Prepared by a National Committee appointed by the Department of Labour. Ottawa, Queen's Printer, 1957. Pp. 30.

Contains phases of the trade common to all provinces.

50. GREAT BRITAIN. FACTORY DEPARTMENT. *Electrical Accidents and Their Causes, 1955*. London, H.M.S.O., 1957. Pp. 76.

51. HUNTINGTON, EMILY HARRIETT. *Spending of Middle-Income Families; Incomes and Expenditures of Salaried Workers in the San Francisco Bay Area in 1950*, by Emily H. Huntington with the assistance of Mary H. Hawes and Esther Oswalt. Berkeley, University of California Press, 1957. Pp. 179.

Provides information on salaried workers in occupations above routine clerical workers but below the executive class.

52. MICHIGAN. UNIVERSITY. SURVEY RESEARCH CENTER. *Adolescent Girls; a Nation-Wide Study of Girls between Eleven and Eighteen Years of Age*. Ann Arbor, Mich. n.d., 1956? Pp. 251.

A study of the interests and activities of 1,925 girls.

53. U.S. CONGRESS. JOINT COMMITTEE ON THE ECONOMIC REPORT. *Instrumentation and Automation. Hearings before the Subcommittee on Economic Stabilization of the Joint Economic Committee, Congress of the United States, Eighty-fourth Congress, Second Session, pursuant to Sec. 5(a) of Public Law 304, 79th Congress. December 12, 13, and 14, 1956*. Washington, G.P.O., 1957. Pp. 20.

Some of the topics dealt with in these hearings: The role and relationship of instruments and automatic controllers to automa-

tion; Development of scientific, technical, and engineering skills; Effects of instrumentation and automation in the field of automatic processing; Changes and problems in the field of education in connection with the introduction and expansion of automatic controls; Instrumentation and automatic controls in aeronautics; Need for trained scientists and research workers in the field of automation; the work of the U.S. Dept. of Labor in connection with the problems of labor, employment, and technological change; and, the effect on labor and employment of recent developments in the field of instrumentation and automatic controls.

54. U.S. STAY-IN-SCHOOL COMMITTEE. *National Stay-in-School Campaign; Handbook for Communities*. Washington, U.S. Department of Labor and U.S. Department of Health, Education and Welfare in cooperation with U.S. Department of Defense, 1957. Pp. 24.

## Appeals for Searching Review of Labour-Management Relations

An appeal for "a searching re-examination of labour-management relations in the light of prevailing conditions and our responsibilities to society as a whole" was the theme of an address last month by H. V. Lush, President of the Canadian Manufacturers' Association.

Such review and revision is not merely desirable but absolutely necessary if we are to assure industrial peace in the years immediately ahead, he said.

While we could not expect all thought of group interest to go by the board, the CMA President said, with goodwill and a genuine desire for industrial peace he believed that we should succeed in subordinating group interest to the greater interest. He believed the task was far from being insurmountable.

Mr. Lush then referred to the statement on employer-employee relations drawn up by the CMA, which, he believed, was "a commonsense credo for industrial harmony". Whether or not it was wholly acceptable to Labour as it now stands, he suggested that it certainly constituted a reasonable basis for free and frank discussion.

Briefly summarizing the statement, he said it established the premise that "industry's prime function is to supply consumers with satisfactory goods at prices which will encourage a high level of consumption". It then went on, he continued, "to examine the role which it believes employers, employees and government should play in the fulfilment of this function."

Employers were obliged to provide for the safety and health of their employees, to promote maximum regularity and continuity of employment as far as possible, to allow their employees every opportunity for

advancement, to respect the employee's right to associate freely for all lawful purposes, and to accept the principle of collective bargaining.

Employees had a duty to recognize the employer's right to plan, direct and manage the business as he judged best; to perform their duties efficiently and conscientiously; to co-operate with management in the furtherance of good labour relations and the well-being of the enterprise; to conserve and protect the products, plant, equipment and machinery, and to respect the property rights of the owner.

"Last but not least," the speaker said, employees should "recognize the right of an individual employee to join or not to join any lawful organization of employees as he may think fit, without impairing his right to work at the occupation of his choice."

The government's responsibility was "to provide, in any labour legislation, for the full recognition of the rights and obligations of both employers and employees; to keep such legislation to a minimum, leaving the parties free to the greatest extent possible to work out their problems by mutual agreement; and to protect the right of all citizens to do the things they have a legal right to do and ensure that all laws affecting industrial relations are strictly enforced."

This "Charter of Labour," if endorsed by both Labour and Management, "could prepare the way for that co-operative team spirit which has such an important bearing on production and productivity. Sincerely interpreted it would reduce destructive friction to an absolute minimum," he contended.

# LABOUR STATISTICS

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## A—Labour Force

**TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED JULY 20, 1957**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,112	120	465	1,709	2,236	1,065	517
Agricultural.....	883	*	72	199	219	362	30
Non-Agricultural.....	5,229	119	393	1,510	2,017	703	487
Males.....	4,689	102	368	1,337	1,649	853	380
Agricultural.....	819	*	68	191	194	340	25
Non-Agricultural.....	3,870	101	300	1,146	1,455	513	355
Females.....	1,423	18	97	372	587	212	137
Agricultural.....	64	*	*	*	25	22	*
Non-Agricultural.....	1,359	18	93	364	562	190	132
All Ages.....	6,112	120	465	1,709	2,236	1,065	517
14—19 years.....	759	17	64	252	243	129	54
20—24 years.....	758	19	55	242	257	129	56
25—44 years.....	2,716	54	195	756	1,006	471	234
45—64 years.....	1,638	27	129	409	628	291	154
65 years and over.....	241	*	22	50	102	45	19
<i>Persons with Jobs</i>							
All status groups.....	5,949	110	445	1,655	2,186	1,053	500
Males.....	4,552	93	351	1,289	1,609	843	367
Females.....	1,397	17	94	366	577	210	133
Agricultural.....	880	*	71	198	219	361	30
Non-Agricultural.....	5,069	109	374	1,457	1,967	692	470
Paid Worker.....	4,630	87	339	1,315	1,824	641	424
Males.....	3,386	73	257	984	1,305	463	304
Females.....	1,244	14	82	331	519	178	120
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	163	10	20	54	50	12	17
<i>Persons not in the Labour Force</i>							
Both Sexes.....	4,931	145	436	1,422	1,594	880	454
Males.....	799	35	76	204	244	142	98
Females.....	4,132	110	360	1,218	1,350	738	356

\* Less than 10,000.



**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended July 20, 1957		Week Ended June 22, 1957		Week Ended July 21, 1956	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for work.....	177	165	174	163	111	100
Without Jobs.....	163	152	162	152	102	93
Under 1 month.....	69	—	66	—	45	—
1— 3 months.....	54	—	49	—	35	—
4— 6 months.....	21	—	27	—	10	—
7—12 months.....	15	—	15	—	*	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	14	13	12	11	*	*
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	*	*	*	*	*	*

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

\* Less than 10,000.

## B—Labour Income

**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(§ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transporta- tion, Communi- cation, Storage, Trade	Finance, Services, (including Government)	Supple- mentary Labour Income	Total
1949 Average.....	49	214	47	169	147	21	647
1950 Average.....	55	231	47	180	156	24	693
1951 Average.....	72	272	52	208	178	28	810
1952 Average.....	76	303	63	233	199	32	906
1953 Average.....	73	329	70	252	217	35	976
1954 Average.....	73	323	69	261	239	35	1,000
1955 Average.....	77	342	78	278	526	37	1,068
1956 Average.....	87	379	93	307	283	41	1,190
1956—July.....	95	382	105	317	281	43	1,223
August.....	98	382	108	319	286	43	1,236
September.....	99	392	110	324	299	44	1,268
October.....	104	394	114	324	294	43	1,273
November.....	98	397	101	325	300	44	1,265
December.....	96	397	90	327	295	43	1,248
1957—January.....	87	384	76	310	298	42	1,197
February.....	85	389	74	316	299	42	1,205
March.....	77	393	73	317	302	43	1,205
April.....	72	393	83	324	303	43	1,218
May.....	85	397	97	334	313	44	1,270
June.....	96R	405R	110R	343R	323	45	1,322R
July.....	100P	401P	107P	345P	309P	45P	1,307P

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At June 1, employers in the principal non-agricultural industries reported a total employment of 2,791,134.

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate <sup>1</sup> Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1956—June 1.....	119.7	179.0	148.8	63.93	115.4	175.6	151.1	66.46
July 1.....	124.2	187.6	150.3	64.56	118.0	180.6	152.1	66.89
Aug. 1.....	125.4	189.9	150.8	64.77	117.9	179.2	151.1	66.44
Sept. 1.....	125.7	191.0	151.3	65.01	118.0	180.1	151.7	66.71
Oct. 1.....	125.9	194.5	153.8	66.07	118.6	184.4	154.6	67.97
Nov. 1.....	126.2	195.4	154.2	66.24	118.6	185.9	155.9	68.53
Dec. 1.....	125.7	194.3	153.9	66.11	118.0	185.6	156.4	68.78
1957—Jan. 1.....	121.4	180.3	148.0	63.58	114.8	171.7	148.8	65.44
Feb. 1.....	118.6	184.7	155.2	66.66	115.1	182.0	157.3	69.17
Mar. 1.....	118.1	185.8	156.8	67.36	115.0	182.3	157.6	69.29
Apr. 1.....	118.0	186.1	157.3	67.56	115.4	184.4	158.9	69.87
May 1.....	119.4	187.9	156.8	67.37	115.8	184.8	158.7	69.78
June 1.....	123.4	195.3	157.8	67.77	116.6	186.4	158.9	69.88

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	June 1 1957	May 1 1957	June 1 1956	June 1 1957	May 1 1957	June 1 1956
(a) Provinces						
Newfoundland.....	132.4	119.3	133.5	62.79	63.35	56.00
Prince Edward Island.....	116.4	103.7	111.9	52.89	51.98	49.24
Nova Scotia.....	102.2	95.0	101.7	56.00	56.12	52.25
New Brunswick.....	104.0	96.1	107.5	55.56	56.18	52.52
Quebec.....	121.0	117.2	117.4	65.04	64.68	61.57
Ontario.....	125.5	123.0	121.2	70.34	69.94	66.41
Manitoba.....	111.6	107.4	107.1	63.21	62.67	60.21
Saskatchewan.....	126.7	115.7	122.4	64.21	63.45	60.05
Alberta (including Northwest Territories).....	150.8	143.7	148.5	69.22	68.01	66.06
British Columbia (including Yukon).....	127.3	123.1	122.1	74.49	73.46	69.74
<b>Canada.....</b>	<b>123.4</b>	<b>119.4</b>	<b>119.7</b>	<b>67.77</b>	<b>67.37</b>	<b>63.93</b>
(b) Metropolitan Areas						
St. John's.....	123.3	116.1	123.1	50.46	50.10	45.63
Sydney.....	93.1	91.4	92.1	70.64	68.84	63.72
Halifax.....	119.2	114.6	115.1	54.67	54.22	51.47
Saint John.....	92.8	94.6	95.6	52.15	51.57	49.47
Quebec.....	112.0	109.2	108.6	55.47	55.01	54.70
Sherbrooke.....	108.5	107.8	100.7	55.51	54.86	53.03
Three Rivers.....	122.0	117.8	119.4	63.27	62.29	59.59
Drummondville.....	74.9	75.9	61.3	58.15	56.91	56.62
Montreal.....	125.9	124.3	119.5	66.56	65.87	62.71
Ottawa—Hull.....	121.6	119.1	119.5	61.32	60.06	58.80
Peterborough.....	107.9	108.4	104.0	72.75	71.72	68.34
Oshawa.....	175.9	175.9	180.4	75.21	77.66	78.31
Niagara Falls.....	124.0	122.7	126.1	76.01	75.41	70.08
St. Catharines.....	126.6	126.4	127.2	78.35	77.69	75.47
Toronto.....	132.5	131.6	127.3	70.93	70.40	67.48
Hamilton.....	114.0	115.5	114.7	75.42	75.11	69.98
Brantford.....	86.9	88.4	91.3	63.33	63.59	62.41
Galt.....	117.3	115.2	109.6	60.10	60.34	58.11
Kitchener.....	115.1	114.0	111.5	64.65	63.70	62.04
Sudbury.....	142.7	139.7	136.3	81.53	82.29	78.15
London.....	120.8	119.6	118.2	63.79	63.59	61.39
Sarnia.....	144.9	144.9	139.3	84.28	84.77	80.80
Windsor.....	102.4	100.7	106.7	70.26	73.84	65.96
Sault Ste. Marie.....	137.0	137.1	130.6	84.55	83.45	77.93
Pt. William—Pt. Arthur.....	121.0	115.0	114.9	70.13	68.15	65.67
Winnipeg.....	108.5	105.3	105.4	60.32	59.77	57.39
Regina.....	123.2	115.2	120.9	63.24	61.19	57.63
Saskatoon.....	126.1	118.4	121.6	59.70	58.47	56.22
Edmonton.....	180.9	175.2	178.3	64.93	62.92	62.14
Calgary.....	159.0	154.0	152.4	65.31	64.52	62.43
Vancouver.....	122.7	120.2	117.5	71.56	70.83	67.41
Victoria.....	121.3	118.7	119.4	65.66	65.47	61.25



**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	June 1 1957	May 1 1957	June 1 1956	June 1 1957	May 1 1957	June 1 1956
<b>Mining</b> .....	<b>126.3</b>	<b>120.8</b>	<b>123.0</b>	<b>82.95</b>	<b>82.61</b>	<b>77.07</b>
Metal mining.....	134.0	130.5	126.0	85.69	85.30	80.08
Gold.....	77.6	76.7	77.1	72.57	72.51	71.29
Other metal.....	186.7	180.7	171.4	90.77	90.37	83.76
Fuels.....	107.6	100.8	110.3	82.35	81.18	74.87
Coal.....	59.8	60.6	67.6	64.59	64.71	60.12
Oil and natural gas.....	283.5	248.8	250.2	96.15	95.94	87.91
Non-metal.....	147.8	137.2	149.0	72.96	74.15	70.50
<b>Manufacturing</b> .....	<b>116.6</b>	<b>115.8</b>	<b>115.4</b>	<b>69.88</b>	<b>69.78</b>	<b>66.46</b>
Food and beverages.....	108.4	102.8	105.9	62.59	62.42	59.21
Meat products.....	126.0	119.1	125.2	71.12	70.27	68.49
Canned and preserved fruits and vegetables.....	82.9	77.2	79.7	54.89	57.42	52.21
Grain mill products.....	103.2	102.6	103.5	65.86	65.14	63.20
Bread and other bakery products.....	109.7	107.6	107.5	60.80	60.03	56.74
Biscuits and crackers.....	91.8	89.1	91.4	52.40	51.44	49.98
Distilled and malt liquors.....	104.3	101.1	106.3	80.39	78.61	75.00
Tobacco and tobacco products.....	85.4	85.7	78.9	67.85	66.83	67.62
Rubber products.....	112.8	109.4	113.5	73.04	73.46	68.62
Leather products.....	87.8	89.2	88.8	47.25	47.55	44.98
Boots and shoes (except rubber).....	91.8	93.7	91.0	44.45	45.06	42.89
Textile products (except clothing).....	85.3	86.2	80.2	55.12	55.16	53.42
Cotton yarn and broad woven goods.....	83.2	85.7	67.3	51.30	51.63	51.07
Woolen goods.....	72.8	71.8	73.9	52.64	52.25	50.97
Synthetic textiles and silk.....	86.2	86.7	86.5	61.03	61.30	58.88
Clothing (textile and fur).....	93.5	95.8	93.6	43.34	43.91	42.46
Men's clothing.....	101.0	102.6	100.7	42.23	42.52	41.89
Women's clothing.....	91.7	96.9	91.5	44.77	45.98	42.91
Knit goods.....	80.6	82.5	81.6	43.13	43.63	42.85
Wood products.....	108.0	103.3	111.9	59.73	59.24	57.27
Saw and planing mills.....	109.0	101.9	115.3	61.26	61.08	58.60
Furniture.....	110.6	109.9	109.9	58.50	57.55	55.82
Other wood products.....	98.0	96.9	100.2	54.37	53.78	53.20
Paper products.....	125.9	122.1	124.3	83.98	82.12	79.20
Pulp and paper mills.....	128.1	123.8	126.9	90.44	88.26	85.24
Other paper products.....	120.3	118.1	117.9	66.85	66.09	63.33
Printing, publishing and allied industries.....	119.5	119.2	114.5	75.49	75.08	71.54
Iron and steel products.....	115.5	116.1	113.2	79.21	78.62	74.83
Agricultural implements.....	57.3	68.8	64.3	75.94	75.00	71.98
Fabricated and structural steel.....	176.2	174.8	159.0	80.90	79.17	79.85
Hardware and tools.....	98.9	99.5	109.1	72.38	71.61	70.43
Heating and cooking appliances.....	102.1	99.6	104.3	67.32	66.23	64.10
Iron castings.....	108.7	107.3	108.0	76.01	76.31	73.73
Machinery mfg.....	127.8	128.0	121.1	75.99	74.97	72.65
Primary iron and steel.....	128.6	128.0	123.8	91.64	92.04	83.34
Sheet metal products.....	112.6	110.8	114.2	75.44	74.37	70.41
Transportation equipment.....	149.0	148.0	146.1	75.62	77.12	71.75
Aircraft and parts.....	393.0	384.5	353.9	81.08	80.73	77.41
Motor vehicles.....	139.7	136.6	144.6	75.58	83.75	73.09
Motor vehicle parts and accessories.....	119.0	119.5	123.9	77.46	76.65	73.61
Railroad and rolling stock equipment.....	95.1	95.7	93.9	70.72	69.81	64.98
Shipbuilding and repairing.....	159.4	162.7	151.1	72.08	72.61	69.10
Non-ferrous metal products.....	119.1	128.9	131.5	78.98	79.33	74.93
Aluminum products.....	136.6	134.4	137.1	74.22	75.02	68.58
Brass and copper products.....	107.3	105.8	115.6	74.57	73.86	71.47
Smelting and refining.....	132.0	154.5	154.8	86.30	85.82	81.20
Electrical apparatus and supplies.....	151.6	151.6	151.1	74.62	74.17	72.14
Non-metallic mineral products.....	135.1	130.5	137.1	72.45	71.77	69.62
Clay products.....	106.9	100.7	115.7	68.44	68.96	66.61
Glass and glass products.....	134.8	132.6	137.5	68.26	68.09	66.19
Products of petroleum and coal.....	142.0	137.9	134.7	102.23	102.45	95.73
Chemical products.....	133.7	133.3	128.8	78.55	78.23	73.44
Medicinal and pharmaceutical preparations.....	116.7	116.1	116.4	70.31	69.45	67.43
Acids, alkalis and salts.....	144.4	146.9	131.3	90.45	88.32	81.53
Miscellaneous manufacturing industries.....	113.8	113.9	107.9	59.82	59.53	56.63
<b>Construction</b> .....	<b>142.4</b>	<b>125.4</b>	<b>133.1</b>	<b>73.77</b>	<b>71.96</b>	<b>67.76</b>
Building and general engineering.....	150.4	137.4	139.4	80.95	77.71	73.77
Building.....	154.4	142.6	143.9	79.78	76.49	73.36
Engineering work.....	133.9	116.3	119.7	86.50	83.90	75.96
Highways, bridges and streets.....	129.4	106.2	123.1	60.43	60.05	56.85
<b>Service</b> .....	<b>131.1</b>	<b>127.9</b>	<b>124.7</b>	<b>45.64</b>	<b>45.71</b>	<b>42.73</b>
Hotels and restaurants.....	124.3	120.7	119.6	37.61	37.57	35.85
Laundries and dry cleaning plants.....	116.6	113.9	111.3	41.87	42.37	40.11
Other service.....	171.7	169.2	159.7	67.25	66.90	61.94
<b>Industrial composite</b> .....	<b>123.4</b>	<b>119.4</b>	<b>119.7</b>	<b>67.77</b>	<b>67.37</b>	<b>63.93</b>

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

# TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	July 1, 1957	June 1, 1957	July 1, 1956	July 1, 1957	June 1, 1957	July 1, 1956
Newfoundland.....	45.5	44.8	42.9	157.6	153.1	138.6
Nova Scotia.....	41.3	41.9	41.4	142.2	142.7	132.7
New Brunswick.....	41.9	40.8	40.8	140.2	140.3	134.1
Quebec.....	41.0	41.3	42.1	145.6	144.4	138.7
Ontario.....	40.4	40.2	40.9	169.2	169.4	160.2
Manitoba.....	40.6	40.3	41.0	149.8	149.5	145.2
Saskatchewan.....	40.6	40.4	39.8	166.5	168.5	156.0
Alberta (1).....	41.3	40.1	40.8	169.3	168.2	157.1
British Columbia (2).....	38.7	38.6	38.9	188.9	190.2	181.1

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (Dominion Bureau of Statistics.)

# TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Week Preceding:						
June 1, 1956.....	40.9	151.9	62.13	149.0	117.8	126.5
July 1, 1956.....	41.2	152.7	62.91	150.8	118.5	127.3
August 1, 1956.....	40.8	152.4	62.18	149.1	119.1	125.2
September 1, 1956.....	41.1	152.1	62.51	149.9	119.0	126.0
October 1, 1956.....	41.5	153.3	63.62	152.5	119.8	127.3
November 1, 1956.....	41.6	154.7	64.36	154.3	120.3	128.3
December 1, 1956.....	41.5	155.5	64.53	154.7	120.4	128.5
January 1, 1957.....	41.2*	158.0	65.10*	156.1	120.3	129.8
February 1, 1957.....	40.9	157.5	64.42	154.4	120.5	128.1
March 1, 1957.....	40.9	157.6	64.46	154.5	120.5	128.2
April 1, 1957.....	41.1	158.7	65.23	156.4	120.9	129.4
May 1, 1957.....	40.6	160.0	64.96	155.7	121.1	128.6
June 1, 1957 (1).....	40.5	160.7	65.08	156.0	121.6	128.3

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1957 are 37.9 and \$59.88.

(1) Latest figures subject to revision.

**TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	July 1 1957	June 1 1957	July 1 1956	July 1 1957	June 1 1957	July 1 1956	July 1 1957	June 1 1957	July 1 1956
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	42.8	42.3	42.4	187.0	185.2	172.0	80.04	78.34	72.93
Metal mining.....	43.2	42.9	42.4	194.9	192.1	179.9	84.20	82.41	76.28
Gold.....	43.4	43.1	42.1	159.1	158.5	154.9	69.05	68.31	65.21
Other metal.....	43.2	42.8	42.5	209.6	206.0	190.4	90.55	88.17	80.92
Fuels.....	41.5	40.4	41.4	180.1	178.5	162.3	74.74	72.11	67.19
Coal.....	39.2	38.7	40.0	163.8	162.6	147.3	64.21	62.93	58.92
Oil and natural gas.....	45.7	43.3	44.1	205.1	203.8	186.7	93.73	88.25	82.33
Non-metal.....	43.2	42.6	44.2	165.1	166.2	157.5	71.82	70.80	69.62
Manufacturing.....	40.6	40.5	41.2	161.0	160.7	152.7	65.37	65.08	62.91
Food and beverages.....	41.0	40.9	41.5	139.2	140.6	131.0	57.07	57.51	54.37
Meat products.....	40.8	40.6	41.6	162.9	164.9	155.9	66.46	66.95	64.85
Canned and preserved fruits and vegetables.....	38.1	37.4	39.2	113.2	123.7	109.2	43.13	46.26	42.81
Grain mill products.....	43.3	41.3	42.5	153.0	148.7	144.4	66.25	61.41	61.37
Bread and other bakery products.....	40.7	43.2	44.2	133.7	128.2	120.8	54.42	55.38	53.39
Distilled and malt liquor products.....	40.6	40.4	41.5	183.9	183.1	170.5	74.66	73.97	70.76
Tobacco and tobacco products.....	40.0	40.3	41.3	159.1	156.4	150.6	63.64	63.03	62.20
Rubber products.....	40.3	42.3	41.4	164.6	166.9	155.6	66.33	70.60	64.42
Leather products.....	38.8	38.8	39.7	111.8	110.8	104.4	43.38	42.99	41.45
Boots and shoes (except rubber).....	38.0	37.7	39.0	108.5	107.4	100.2	41.23	40.49	39.08
Textile products (except clothing).....	41.3	41.2	41.9	121.0	120.5	114.2	49.97	49.65	47.85
Cotton yarn and broad woven goods.....	39.4	38.7	40.5	120.8	120.6	114.1	47.60	46.67	46.21
Woolen goods.....	42.8	42.7	43.0	113.2	112.6	107.3	48.45	48.08	46.14
Synthetic textiles and silk.....	42.5	43.1	42.7	128.9	127.6	121.4	54.78	55.00	51.84
Clothing (textile and fur).....	36.3	36.8	36.9	104.4	104.4	100.7	37.90	38.42	37.16
Men's clothing.....	35.4	36.0	36.6	106.0	105.5	101.5	37.52	37.98	37.15
Women's clothing.....	34.2	36.0	34.7	109.8	109.5	105.4	37.55	39.42	36.57
Knit goods.....	38.9	38.5	38.7	99.8	100.8	97.8	38.82	38.81	37.85
*Wood products.....	41.5	41.1	42.1	139.4	139.1	134.1	57.85	57.17	56.46
Saw and planing mills.....	41.0	40.3	41.5	147.0	147.4	142.4	60.27	59.40	59.10
Furniture.....	42.0	42.4	42.7	129.7	128.8	123.2	54.47	54.61	52.61
Other wood products.....	42.9	42.3	44.0	122.2	120.8	113.6	52.42	51.10	49.98
Paper products.....	42.7	42.1	42.9	190.2	189.0	180.3	81.22	79.57	77.35
Pulp and paper mills.....	43.2	42.3	43.2	204.5	203.2	193.3	88.34	85.95	83.51
Other paper products.....	41.4	41.7	42.2	145.0	145.8	139.0	60.03	60.80	58.66
Printing, publishing and allied industries.....	40.0	39.9	40.5	190.9	190.6	181.3	76.36	76.05	73.43
*Iron and steel products.....	40.8	41.6	41.7	183.2	182.9	171.6	74.75	76.09	71.56
Agricultural implements.....	40.0	39.4	40.1	180.3	176.8	171.3	72.12	69.66	68.69
Fabricated and structural steel.....	41.3	41.6	41.2	180.4	180.4	174.8	74.51	75.05	72.02
Hardware and tools.....	41.2	42.1	42.1	164.9	161.5	160.1	67.94	67.99	67.40
Heating and cooking appliances.....	40.5	40.4	41.6	156.5	156.3	147.5	63.35	63.15	61.36
Iron castings.....	40.8	41.5	42.0	177.3	177.2	168.2	72.34	73.54	70.64
Machinery manufacturing.....	42.1	42.8	43.1	170.7	170.3	163.5	71.86	72.89	70.47
Primary iron and steel.....	39.9	41.8	40.8	212.4	213.5	200.2	84.75	89.24	77.60
Sheet metal products.....	40.9	40.8	40.7	182.0	175.9	167.2	72.52	71.77	69.39
*Transportation equipment.....	40.1	39.4	40.7	180.4	173.8	172.8	72.98	71.08	70.74
Aircraft and parts.....	41.4	40.9	41.1	184.4	181.9	176.9	76.34	74.40	72.71
Motor vehicles.....	38.0	35.7	40.0	192.8	191.8	184.8	73.26	68.47	73.92
Motor vehicle parts and accessories.....	39.9	40.4	40.1	181.4	182.4	175.0	70.93	73.69	70.18
Railroad and rolling stock equipment.....	39.9	39.4	40.3	179.4	175.8	171.1	71.58	69.27	68.95
Shipbuilding and repairing.....	42.0	41.6	42.2	173.5	173.2	161.3	72.87	72.05	68.07
*Non-ferrous metal products.....	40.5	40.5	41.2	183.8	181.1	173.2	74.44	73.05	71.36
Aluminum products.....	41.3	40.0	40.7	157.1	155.1	150.3	64.88	62.04	61.17
Brass and copper products.....	40.6	41.3	41.1	168.2	168.7	159.1	68.29	69.67	65.39
Smelting and refining.....	40.4	40.4	41.6	205.2	200.6	188.4	82.90	81.04	78.37
*Electrical apparatus and supplies.....	40.5	40.0	40.9	166.2	166.2	159.0	67.31	66.48	65.03
Heavy electrical machinery and equipment.....	40.8	40.5	41.1	186.3	184.7	175.2	76.01	74.80	72.01
Radio and radio parts.....	40.2	39.6	40.0	146.0	146.7	136.9	58.69	58.09	54.76
Batteries.....	40.4	35.4	40.7	163.4	177.6	156.4	66.01	62.87	63.65
Refrigerators, vacuum cleaners and appliances.....	40.1	39.8	40.3	170.4	168.4	165.1	68.33	67.02	66.54
Miscellaneous electrical products.....	40.2	40.2	41.2	153.5	153.2	151.2	61.71	61.59	62.29
Wire and cable.....	41.4	40.4	42.4	180.3	179.9	174.8	74.64	72.68	74.12
*Non-metallic mineral products.....	43.4	42.9	43.3	159.7	159.3	153.3	69.31	68.34	66.38
Clay products.....	42.5	43.0	43.3	150.5	149.2	144.1	63.96	64.16	62.40
Glass and glass products.....	42.1	42.5	41.5	152.3	152.2	151.6	64.12	64.69	62.91
Products of petroleum and coal.....	41.6	41.8	41.0	225.8	226.6	210.2	93.93	94.72	86.18
Chemical products.....	41.2	41.1	41.1	170.7	170.5	160.1	70.33	70.08	65.80
Medicinal and pharmaceutical preparations.....	41.5	41.0	41.4	133.2	132.8	130.0	55.25	54.45	53.82
Acids, alkalis and salts.....	41.5	42.4	42.1	196.7	199.9	179.2	81.63	84.76	75.44
Miscellaneous manufacturing industries.....	41.0	40.7	41.2	130.7	130.2	123.7	52.99	52.99	50.96
*Durable goods.....	40.8	40.7	41.4	172.3	171.7	163.4	70.30	69.88	67.65
Non-durable goods.....	40.3	40.3	40.8	148.8	148.6	140.6	59.97	59.89	57.36
Construction.....	42.1	41.9	41.3	175.0	175.8	161.3	73.68	73.66	66.62
Building and general engineering.....	42.0	42.3	41.6	189.5	189.3	176.8	79.59	80.07	73.55
Highways, bridges and streets.....	42.3	40.9	40.7	160.4	159.2	150.5	71.54	70.37	67.57
Electric and motor transportation.....	44.6	44.2	44.9	93.4	93.8	88.4	37.55	37.52	35.71
Service.....	40.2	40.0	40.4	92.2	92.8	87.6	37.25	37.31	35.39
Hotels and restaurants.....	40.4	40.2	40.4	92.2	92.8	87.6	37.25	37.31	35.39
Laundries and dry cleaning plants.....	40.6	40.1	41.2	90.6	90.6	85.8	36.78	36.33	35.35

\* Durable manufactured goods industries.



## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT**

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
September 1, 1951.....	43,331	15,966	59,297	79,627	47,509	127,136
September 1, 1952.....	26,178	20,870	47,048	105,169	51,121	156,290
September 1, 1953.....	24,203	20,321	44,524	113,191	48,634	161,825
September 1, 1954.....	13,691	14,110	27,801	180,407	70,472	250,879
September 1, 1955.....	26,320	19,536	45,856	121,945	63,738	185,683
September 1, 1956.....	39,324	22,039	61,363	101,718	60,377	162,095
October 1, 1956.....	40,726	21,827	62,553	97,699	59,502	157,201
November 1, 1956.....	31,997	17,154	49,151	108,703	65,017	173,720
December 1, 1956.....	27,634	16,442	44,076	171,326	74,709	246,035
January 1, 1957.....	19,784	13,440	33,224	343,956	92,207	436,163
February 1, 1957.....	18,117	12,376	30,493	447,210	112,994	560,204
March 1, 1957.....	14,218	12,694	26,912	474,661	113,489	588,150
April 1, 1957.....	19,523	14,760	34,283	479,539	111,129	590,668
May 1, 1957.....	28,999	18,200	47,199	378,062	96,250	474,312
June 1, 1957.....	28,041	19,163	47,204	226,022	80,973	306,995
July 1, 1957.....	21,843	17,643	39,486	180,521	85,981	266,502
August 1, 1957 <sup>(1)</sup> .....	20,837	14,060	34,897	171,765	84,581	256,346
September 1, 1957 <sup>(1)</sup> .....	14,379	16,047	30,426	171,981	76,446	248,427

\* Current vacancies only. Deferred vacancies are excluded.

<sup>(1)</sup> Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JULY 31, 1957<sup>(1)</sup>**

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				June 28, 1957	July 31, 1956
<b>Agriculture, Fishing, Trapping</b> .....	<b>4,298</b>	<b>983</b>	<b>5,281</b>	<b>+3,330</b>	<b>— 1,916</b>
<b>Forestry</b> .....	<b>3,777</b>	<b>13</b>	<b>3,790</b>	<b>— 15</b>	<b>— 5,507</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>888</b>	<b>64</b>	<b>952</b>	<b>— 273</b>	<b>— 410</b>
Metal Mining.....	578	20	598	— 195	— 121
Fuels.....	202	27	229	— 50	— 229
Non-Metal Mining.....	57	2	59	— 13	— 12
Quarrying, Clay and Sand Pits.....	12	2	14	+	7
Prospecting.....	39	13	52	— 22	— 40
<b>Manufacturing</b> .....	<b>3,161</b>	<b>2,991</b>	<b>6,152</b>	<b>— 228</b>	<b>— 3,961</b>
Foods and Beverages.....	537	670	1,207	+	555
Tobacco and Tobacco Products.....	5	11	16	— 30	— 6
Rubber Products.....	15	33	48	— 2	— 26
Leather Products.....	67	147	214	— 34	— 149
Textile Products (except clothing).....	108	194	302	— 67	— 80
Clothing (textile and fur).....	142	1,301	1,443	+	60
Wood Products.....	295	78	373	— 77	— 565
Paper Products.....	128	43	171	— 58	— 220
Printing, Publishing and Allied Industries.....	105	77	182	— 114	— 67
Iron and Steel Products.....	492	92	584	— 154	— 974
Transportation Equipment.....	598	65	663	— 129	— 498
Non-Ferrous Metal Products.....	121	63	184	— 45	— 355
Electrical Apparatus and Supplies.....	217	59	276	— 76	— 444
Non-Metallic Mineral Products.....	79	31	110	+	6
Products of Petroleum and Coal.....	24	13	37	— 8	— 42
Chemical Products.....	166	50	216	— 31	— 212
Miscellaneous Manufacturing Industries.....	62	64	126	— 24	— 183
<b>Construction</b> .....	<b>3,774</b>	<b>121</b>	<b>3,895</b>	<b>— 267</b>	<b>— 2,020</b>
General Contractors.....	3,072	75	3,147	— 348	— 1,519
Special Trade Contractors.....	702	46	748	+	81
<b>Transportation, Storage and Communication</b> .....	<b>696</b>	<b>294</b>	<b>990</b>	<b>— 336</b>	<b>— 1,251</b>
Transportation.....	569	136	705	— 316	— 1,125
Storage.....	32	13	45	— 19	— 45
Communication.....	95	145	240	— 1	— 81
<b>Public Utility Operation</b> .....	<b>187</b>	<b>28</b>	<b>215</b>	<b>— 2</b>	<b>— 91</b>
<b>Trade</b> .....	<b>1,653</b>	<b>1,727</b>	<b>3,380</b>	<b>— 853</b>	<b>— 2,589</b>
Wholesale.....	516	432	948	— 194	— 1,039
Retail.....	1,137	1,295	2,432	— 659	— 1,550
<b>Finance, Insurance and Real Estate</b> .....	<b>579</b>	<b>439</b>	<b>1,018</b>	<b>— 336</b>	<b>— 783</b>
<b>Service</b> .....	<b>2,505</b>	<b>7,430</b>	<b>9,935</b>	<b>—4,953</b>	<b>— 4,863</b>
Community or Public Service.....	256	1,543	1,799	— 254	— 268
Government Service.....	1,092	323	1,415	—1,245	— 735
Recreation Service.....	161	68	229	— 263	— 336
Business Service.....	364	300	664	— 261	— 631
Personal Service.....	632	5196	5,828	—2,930	— 2,893
<b>GRAND TOTAL</b> .....	<b>21,518</b>	<b>14,090</b>	<b>35,608</b>	<b>—3,933</b>	<b>—23,391</b>

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT  
BY OCCUPATION AND BY SEX AS AT AUGUST 1, 1957<sup>(1)</sup>**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,851	1,000	2,851	4,894	1,479	6,373
Clerical workers.....	890	2,787	3,677	10,139	25,433	35,572
Sales workers.....	980	879	1,859	4,134	10,145	14,279
Personal and domestic service workers....	914	5,682	6,596	18,229	13,438	31,667
Seamen.....	8	.....	8	630	.....	630
Agriculture and fishing.....	4,189	747	4,936	2,090	449	2,539
Skilled and semiskilled workers.....	9,248	1,844	11,092	76,344	17,422	93,766
Food and kindred products (inc. to- bacco).....	45	12	57	739	528	1,267
Textiles, clothing, etc.....	121	1,345	1,466	2,748	10,634	13,382
Lumber and lumber products.....	3,678	2	3,680	8,225	124	8,349
Pulp, paper (inc. printing).....	52	2	54	790	342	1,132
Leather and leather products.....	36	86	122	911	864	1,775
Stone, clay and glass products.....	14	4	18	264	78	342
Metalworking.....	676	12	688	12,069	1,124	13,193
Electrical.....	158	29	187	1,701	1,351	3,052
Transportation equipment.....	3	2	5	2,062	81	2,143
Mining.....	512	.....	512	1,156	.....	1,156
Construction.....	1,340	.....	1,340	15,318	1	15,319
Transportation (except seamen).....	693	14	707	11,703	94	11,797
Communications and public utility.....	31	1	32	378	4	382
Trade and service.....	211	281	492	2,179	1,157	3,336
Other skilled and semiskilled.....	1,362	42	1,404	11,796	770	12,566
Foremen.....	153	11	164	1,728	262	1,990
Apprentices.....	163	1	164	2,577	8	2,585
Unskilled workers.....	2,757	1,121	3,878	55,305	16,215	71,520
Food and tobacco.....	356	562	918	1,466	2,945	4,411
Lumber and lumber products.....	148	14	162	5,864	316	6,180
Metalworking.....	79	13	92	5,149	579	5,728
Construction.....	1,420	.....	1,420	22,167	1	22,168
Other unskilled workers.....	754	532	1,286	20,659	12,374	33,033
<b>Grand Total.....</b>	<b>20,837</b>	<b>14,060</b>	<b>34,897</b>	<b>171,765</b>	<b>84,581</b>	<b>256,346</b>

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.



**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT AUGUST 1, 1957**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(2)			Live Applications		
	(1) August 1, 1957	Previous Month June 27, 1957	Previous Year August 2, 1956	(1) August 1, 1957	Previous Month June 27, 1957	Previous Year August 2, 1956
<b>Newfoundland</b> .....	<b>149</b>	<b>136</b>	<b>659</b>	<b>5,456</b>	<b>7,867</b>	<b>3,992</b>
Corner Brook.....	10	7	31	1,238	1,922	970
Grand Falls.....	12	17	12	555	1,169	303
St. John's.....	127	112	616	3,663	4,776	2,719
<b>Prince Edward Island</b> .....	<b>121</b>	<b>349</b>	<b>245</b>	<b>1,178</b>	<b>1,436</b>	<b>848</b>
Charlottetown.....	94	323	97	639	903	465
Summerside.....	27	26	148	539	533	383
<b>Nova Scotia</b> .....	<b>846</b>	<b>1,319</b>	<b>1,240</b>	<b>10,434</b>	<b>10,013</b>	<b>7,549</b>
Amherst.....	14	20	23	462	442	311
Bridgewater.....	8	14	28	451	461	438
Halifax.....	561	933	702	2,867	2,968	2,328
Inverness.....	.....	3	.....	288	299	178
Kentville.....	39	47	132	862	1,031	616
Liverpool.....	6	19	61	201	227	93
New Glasgow.....	137	145	147	1,623	959	658
Springhill.....	1	14	12	448	453	116
Sydney.....	56	51	65	1,912	1,820	2,178
Truro.....	12	33	65	531	615	294
Yarmouth.....	12	40	5	759	738	339
<b>New Brunswick</b> .....	<b>859</b>	<b>1,217</b>	<b>1,528</b>	<b>10,634</b>	<b>12,023</b>	<b>6,442</b>
Bathurst.....	4	7	24	928	1,019	454
Campbellton.....	35	43	66	860	1,109	377
Edmundston.....	22	81	17	531	664	346
Fredericton.....	140	117	396	761	896	399
Minto.....	106	233	156	285	376	256
Moncton.....	294	396	440	2,218	2,521	1,529
Newcastle.....	8	11	14	888	1,249	473
Saint John.....	188	167	275	2,615	2,734	1,990
St. Stephen.....	15	85	12	958	764	313
Sussex.....	40	57	64	208	192	110
Woodstock.....	7	20	64	382	499	195
<b>Quebec</b> .....	<b>10,021</b>	<b>12,188</b>	<b>15,313</b>	<b>76,195</b>	<b>80,770</b>	<b>53,822</b>
Asbestos.....	5	28	54	319	335	321
Beauharnois.....	73	38	41	468	514	284
Buckingham.....	6	17	5	437	464	711
Causapscal.....	60	416	437	802	1,306	1,211
Chandler.....	2	2	34	247	299	181
Chicoutimi.....	569	939	369	920	935	570
Dolbeau.....	58	9	50	968	771	370
Drummondville.....	54	59	42	1,097	1,020	1,144
Farnham.....	27	20	105	461	551	369
Forestville.....	429	422	418	265	464	322
Gaspé.....	6	8	65	193	395	198
Granby.....	61	64	39	1,526	939	1,414
Hull.....	54	70	95	1,470	1,602	908
Joliette.....	1,137	172	140	1,342	1,325	1,028
Jonquiére.....	38	31	127	1,539	1,438	655
Lachute.....	23	30	41	285	317	268
La Malbaie.....	1	8	.....	270	498	174
La Tuque.....	772	1,245	579	358	369	239
Lévis.....	193	115	261	1,933	2,081	1,204
Louiseville.....	67	68	73	717	870	535
Magog.....	2	2	5	428	373	217
Maniwaki.....	258	25	114	271	411	83
Matane.....	5	9	243	634	1,026	348
Mégantic.....	21	13	65	409	494	197
Mont-Laurier.....	18	104	7	573	550	224
Montmagny.....	17	15	28	754	863	438
Montreal.....	3,624	5,161	6,293	27,426	29,011	19,936
New Richmond.....	1	5	27	425	556	247
Port Alfred.....	13	4	32	285	425	246
Quebec.....	605	741	924	6,610	6,843	5,005
Rimouski.....	90	108	361	1,037	1,548	651
Rivière du Loup.....	59	76	40	929	1,178	976
Roberval.....	102	83	95	577	592	263
Rouyn.....	72	159	374	1,685	1,872	1,267
Ste. Agathe.....	48	89	44	144	206	106
Ste. Anne de Bellevue.....	38	74	138	239	282	260
Ste. Thérèse.....	50	61	98	752	608	556
St. Georges Est.....	53	235	854	1,377	1,126	603
St. Hyacinthe.....	122	35	38	1,280	1,061	871
St. Jean.....	84	105	60	920	774	775
St. Jérôme.....	48	66	45	700	804	424
Sept Îles.....	76	283	85	446	650	404
Shawinigan Falls.....	131	62	40	2,224	2,109	1,332
Sherbrooke.....	124	168	258	2,707	2,874	1,710
Sorel.....	90	115	84	935	789	759

TABLE D-4.—UNFILED VACANCIES AND LIVE APPLICATIONS AT AUGUST 1, 1957

(SOURCE: U.I.C. 757)

Office	Unfiled Vacancies <sup>(2)</sup>			Live Applications		
	(1) August 1, 1957	Previous Month June 27, 1957	Previous Year August 2, 1956	(1) August 1, 1957	Previous Month June 27, 1957	Previous Year August 2, 1956
<b>Quebec—Con.</b>						
Thetford Mines.....	54	63	52	848	951	650
Trois-Rivières.....	205	269	493	2,026	2,219	1,544
Val d'Or.....	64	110	1,279	1,130	1,187	696
Valleyfield.....	71	77	69	907	981	649
Victoriaville.....	66	29	87	1,014	935	670
Ville d'Alma.....	175	81	36	886	979	608
<b>Ontario.....</b>	<b>14,255</b>	<b>12,936</b>	<b>22,980</b>	<b>97,235</b>	<b>94,834</b>	<b>65,196</b>
Arnprior.....	20	25	33	159	164	88
Barrie.....	69	61	200	526	520	618
Belleville.....	14	47	36	853	809	530
Bracebridge.....	75	563	98	341	488	171
Brampton.....	38	50	71	457	395	298
Brantford.....	45	77	328	2,820	2,109	1,778
Brockville.....	14	23	24	266	208	191
Carleton Place.....	9	16	12	107	115	75
Chatham.....	549	37	500	1,558	1,355	1,328
Cobourg.....	2	4	82	627	480	347
Collingwood.....	48	38	41	342	302	359
Cornwall.....	301	282	176	1,363	1,749	1,005
Fort Erie.....	36	48	77	212	276	298
Fort Frances.....	18	25	67	145	170	77
Fort William.....	786	853	586	544	669	763
Galt.....	142	173	142	979	668	536
Gananoque.....	10	10	8	130	131	118
Goderich.....	31	34	46	241	286	131
Guelph.....	84	116	125	1,771	1,061	644
Hamilton.....	609	668	952	8,963	7,901	4,773
Hawkesbury.....	15	24	11	208	313	145
Ingersoll.....	1,974	51	1,683	312	355	243
Kapuskasing.....	44	62	544	200	328	158
Kenora.....	334	115	63	182	198	130
Kingston.....	120	124	158	978	1,067	708
Kirkland Lake.....	164	306	465	400	467	331
Kitchener.....	97	90	111	2,021	1,388	1,234
Leamington.....	64	66	58	709	781	644
Lindsay.....	20	24	50	443	362	239
Listowel.....	29	33	59	144	133	84
London.....	302	481	1,221	3,222	3,091	2,409
Midland.....	27	49	20	248	202	159
Napanee.....	13	12	8	262	213	104
Newmarket.....	40	55	.....	496	478	.....
New Toronto.....	121	112	209	2,043	1,916	1,353
Niagara Falls.....	201	77	176	736	976	524
North Bay.....	10	32	45	888	859	336
Oakville.....	119	108	242	548	331	206
Orillia.....	22	18	44	417	377	237
Oshawa.....	256	87	183	3,059	2,773	1,763
Ottawa.....	755	1,672	1,267	2,990	3,306	2,084
Owen Sound.....	18	29	77	905	710	557
Parry Sound.....	5	12	5	105	98	60
Pembroke.....	165	265	400	974	934	493
Perth.....	43	52	38	216	211	126
Peterborough.....	159	65	183	1,704	1,910	1,090
Pictou.....	29	29	16	131	117	123
Port Arthur.....	395	464	963	665	909	641
Port Colborne.....	16	26	39	312	306	195
Prescott.....	36	30	39	432	333	210
Renfrew.....	11	12	31	335	254	129
St. Catharines.....	103	144	92	2,591	2,528	1,460
St. Thomas.....	43	109	60	628	612	451
Sarnia.....	82	136	152	1,412	1,376	843
Sault Ste. Marie.....	289	501	382	893	1,113	592
Simcoe.....	2,051	66	2,721	605	523	345
Sioux Lookout.....	17	18	19	70	84	46
Smiths Falls.....	11	14	4	179	172	126
Stratford.....	26	37	45	560	473	344
Sturgeon Falls.....	6	4	.....	401	407	256
Sudbury.....	412	392	503	1,678	1,736	937
Timmins.....	41	149	588	946	843	462
Toronto.....	1,853	2,709	5,102	25,879	27,315	15,216
Trenton.....	31	44	72	477	475	452
Walkerton.....	63	52	49	238	213	202
Wallaceburg.....	8	16	15	316	381	369
Welland.....	50	65	61	803	898	540
Weston.....	125	181	403	1,340	1,460	1,011
Windsor.....	160	147	258	8,725	8,027	10,432
Woodstock.....	290	24	162	775	696	269

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT AUGUST 1, 1957

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(2)			Live Applications		
	(1) August 1, 1957	Previous Month June 27, 1957	Previous Year August 2, 1956	(1) August 1, 1957	Previous Month June 27, 1957	Previous Year August 2, 1956
<b>Manitoba</b> .....	<b>2,557</b>	<b>3,369</b>	<b>3,658</b>	<b>9,636</b>	<b>9,854</b>	<b>8,088</b>
Brandon.....	301	583	309	531	568	444
Dauphin.....	21	42	53	251	344	171
Flin Flon.....	58	67	140	160	167	87
Portage la Prairie.....	64	70	83	292	397	262
The Pas.....	24	27	37	69	78	41
Winnipeg.....	2,089	2,580	3,036	8,333	8,300	7,083
<b>Saskatchewan</b> .....	<b>1,399</b>	<b>1,502</b>	<b>2,321</b>	<b>4,143</b>	<b>5,276</b>	<b>3,639</b>
Estevan.....	130	96	75	131	150	69
Moose Jaw.....	257	250	339	383	543	313
North Battleford.....	39	60	109	293	368	198
Prince Albert.....	101	106	113	558	691	401
Regina.....	351	499	626	1,068	1,289	1,209
Saskatoon.....	272	245	496	996	1,354	881
Swift Current.....	119	82	320	173	189	122
Weyburn.....	48	46	91	76	85	58
Yorkton.....	82	118	152	465	607	388
<b>Alberta</b> .....	<b>2,432</b>	<b>3,137</b>	<b>5,151</b>	<b>10,777</b>	<b>12,853</b>	<b>6,117</b>
Blairmore.....	13	5	95	264	257	87
Calgary.....	866	1,154	1,289	3,360	5,104	2,277
Drumheller.....	36	110	21	200	246	180
Edmonton.....	1,019	1,205	1,784	5,179	5,149	2,826
Edson.....	49	29	1,155	207	232	112
Lethbridge.....	234	320	319	638	833	392
Medicine Hat.....	124	206	354	492	566	316
Red Deer.....	91	108	134	437	466	227
<b>British Columbia</b> .....	<b>2,258</b>	<b>3,333</b>	<b>4,706</b>	<b>30,658</b>	<b>31,576</b>	<b>18,996</b>
Chilliwack.....	68	332	42	626	595	485
Courtenay.....	32	30	81	830	571	426
Cranbrook.....	21	13	33	217	287	158
Dawson Creek.....	56	59	81	280	327	129
Duncan.....	38	55	69	400	403	549
Kamloops.....	31	35	252	525	419	226
Kelowna.....	27	30	12	344	541	273
Kitimat.....	86	82	430	283	243	133
Mission City.....	12	300	41	461	512	269
Nanaimo.....	25	15	37	1,055	719	833
Nelson.....	56	26	33	293	371	292
New Westminster.....	321	296	315	3,806	4,085	2,217
Penticton.....	29	31	36	332	316	244
Port Alberni.....	26	38	117	558	587	583
Prince George.....	134	145	592	787	1,220	445
Prince Rupert.....	81	90	83	376	511	205
Princeton.....	10	7	22	144	175	49
Trail.....	15	8	25	285	465	350
Vancouver.....	915	1,236	2,118	16,195	15,642	8,866
Vernon.....	43	106	77	339	733	202
Victoria.....	185	355	407	2,373	2,627	1,940
Whitehorse.....	47	44	103	149	227	122
<b>Canada</b> .....	<b>34,897</b>	<b>39,486</b>	<b>57,831</b>	<b>256,346</b>	<b>266,502</b>	<b>174,689</b>
Males.....	20,837	21,843	38,195	171,765	180,521	105,417
Females.....	14,060	17,643	19,636	84,581	85,981	69,272

(1) Preliminary subject to revision.  
(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1952—1957

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1956 (7 months).....	589,567	425,975	163,592	39,527	140,095	214,407	122,839	72,699
1957 (7 months).....	515,419	349,315	166,104	32,845	125,850	189,687	111,085	61,952



## E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, JULY 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid†(Disability Days in Brackets)	Amount of Benefit Paid  \$
Newfoundland.....	4.0	1,113	17,797 (525)	383,772
Prince Edward Island.....	7	271	3,069 (206)	55,028
Nova Scotia.....	7.4	2,867	32,409 (2,982)	607,395
New Brunswick.....	7.7	2,561	33,842 (2,009)	688,133
Quebec.....	51.2	23,301	225,184 (33,595)	4,516,227
Ontario.....	55.8	26,676	245,701 (26,679)	4,928,097
Manitoba.....	5.5	1,978	24,404 (3,301)	457,039
Saskatchewan.....	2.4	850	10,522 (1,751)	202,251
Alberta.....	5.7	3,204	25,085 (2,236)	523,500
British Columbia.....	15.4	8,632	67,871 (7,584)	1,438,390
Total, Canada, July 1957.....	155.8	71,453	685,884 (80,868)	13,799,832
Total, Canada, June 1957.....	177.3	64,546	709,167 (73,923)	14,356,036
Total, Canada, July 1956.....	104.0	37,544	436,797 (68,103)	7,927,539

\* Based on the number of payment documents for the month.

† Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

**TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, SEX AND PROVINCE, JULY 31, 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Duration on the register (weeks)									July 31, 1956 Total
	Total	1	2	3-4	5-8	9-12	13-16	17-20	Over 20	
CANADA.....	205,779	51,459	18,229	23,972	30,147	21,813	16,982	12,945	30,232	138,467
Male.....	138,938	37,845	12,773	16,118	19,560	13,866	11,247	8,731	18,798	82,239
Female.....	66,841	13,614	5,456	7,854	10,587	7,947	5,735	4,214	11,434	56,228
Newfoundland.....	4,507	784	387	433	532	467	518	383	1,003	3,290
Male.....	4,007	690	362	387	473	408	471	345	871	2,919
Female.....	500	94	25	46	59	59	47	38	132	371
Prince Edward Island....	831	120	58	124	146	115	76	53	139	610
Male.....	611	89	47	97	109	74	59	40	96	385
Female.....	220	31	11	27	37	41	17	13	43	225
Nova Scotia.....	9,985	2,005	752	1,066	1,483	1,343	1,011	619	1,706	7,422
Male.....	8,081	1,695	612	837	1,204	1,089	838	496	1,310	5,892
Female.....	1,904	310	140	229	279	254	173	123	396	1,530
New Brunswick.....	9,400	2,162	523	874	1,412	1,445	1,234	569	1,181	6,117
Male.....	7,532	1,703	412	708	1,127	1,221	1,076	457	828	4,306
Female.....	1,868	459	111	166	285	224	158	112	358	1,811
Quebec.....	64,340	14,427	6,803	7,817	9,639	6,973	5,670	4,517	8,494	46,754
Male.....	43,229	10,710	4,720	5,219	6,105	4,272	3,654	3,209	5,340	26,775
Female.....	21,111	3,717	2,083	2,598	3,534	2,701	2,016	1,308	3,154	19,979
Ontario.....	78,815	22,924	6,272	8,796	11,385	7,873	5,693	4,550	11,322	50,559
Male.....	49,453	15,988	4,096	5,543	6,862	4,535	3,304	2,711	6,414	28,654
Female.....	29,362	6,936	2,176	3,253	4,523	3,338	2,389	1,839	4,908	21,905
Manitoba.....	6,721	1,646	389	630	990	680	522	402	1,462	5,229
Male.....	3,783	1,082	220	324	528	340	277	238	774	2,466
Female.....	2,938	564	169	306	462	340	245	164	688	2,763
Saskatchewan.....	2,675	413	242	303	403	248	265	183	618	2,283
Male.....	1,453	225	126	144	198	138	166	111	345	1,103
Female.....	1,222	188	116	159	205	110	99	72	273	1,180
Alberta.....	7,918	1,984	874	1,087	957	684	702	512	1,118	4,253
Male.....	6,061	1,595	688	881	702	486	541	390	778	2,726
Female.....	1,857	389	186	206	255	198	161	122	340	1,527
British Columbia.....	20,587	4,994	1,929	2,842	3,200	1,985	1,291	1,157	3,189	11,950
Male.....	14,728	4,068	1,490	1,978	2,252	1,303	861	734	2,042	7,013
Female.....	5,859	926	439	864	948	682	430	423	1,147	4,937

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, JULY 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending At End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,820	1,095	725	1,587	1,078	509	802
Prince Edward Island.....	344	234	110	352	263	89	78
Nova Scotia.....	4,301	2,390	1,911	3,910	2,913	997	1,283
New Brunswick.....	3,965	2,448	1,517	3,587	2,800	787	1,168
Quebec.....	35,456	20,504	14,952	34,666	27,589	7,077	9,039
Ontario.....	46,019	26,479	19,540	42,217	33,966	8,251	12,224
Manitoba.....	3,194	1,863	1,331	3,005	2,332	673	596
Saskatchewan.....	1,216	837	379	1,177	801	376	240
Alberta.....	5,123	2,405	2,718	4,695	3,792	903	1,321
British Columbia.....	12,669	6,359	6,310	13,153	10,144	3,009	2,532
Total, Canada, July 1957.....	114,107	64,614	49,493	108,349	85,678	22,671	29,283
Total, Canada, June 1957.....	86,419	49,768	36,651	89,141	68,227	20,914	23,525
Total, Canada, July 1956.....	73,547	45,740	27,807	66,910	50,091	16,819	20,057

\* In addition, revised claims received numbered 19,090.

† In addition, 19,532 revised claims were disposed of. Of these, 1,489 were special requests not granted and 1,135 were appeals by claimants. There were 2,905 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT (REVISED)**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1956—June.....	3,726,330	3,458,260	268,070
July.....	3,744,060	3,608,000	136,000
August.....	3,785,000	3,646,500	138,500
September.....	3,788,000	3,655,700	132,300
October.....	3,785,000	3,656,600	128,400
November.....	3,808,000	3,668,600	139,400
December.....	3,875,000	3,659,600	215,400†
1957—January.....	3,929,000	3,530,800	398,200†
February.....	3,982,000	3,436,000	546,000†
March.....	3,987,000	3,414,600	572,400†
April.....	3,963,000	3,404,200	558,800†
May.....	3,808,000	3,434,400	373,600
June.....	3,828,000	3,577,700	250,300
July‡.....	3,889,500	3,685,000	204,500

\* Claimants having an unemployment register in the live file last working day of preceding month.

† Includes seasonal benefit claimants.

‡ The July estimate is preliminary, subject to revision when the employment index for this date becomes available.

## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Service
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1956—August.....	119.1	115.9	133.0	108.4	116.8	121.3
September.....	119.0	115.5	133.1	108.4	117.1	121.4
October.....	119.8	117.4	133.3	108.5	117.7	121.6
November.....	120.3	117.9	133.4	108.4	118.1	122.8
December.....	120.4	117.5	133.5	108.6	118.6	122.9
1957—January.....	120.3	117.1	133.6	107.6	119.0	123.1
February.....	120.5	117.2	133.8	107.4	119.1	123.8
March.....	120.5	116.4	134.0	108.2	119.5	124.2
April.....	120.9	116.7	134.0	108.5	119.4	125.1
May.....	121.1	116.7	134.2	108.5	119.2	126.3
June.....	121.6	117.7	134.8	108.4	119.1	126.5
July.....	121.9	118.2	135.1	108.4	119.6	126.5
August.....	122.6	120.2	135.3	108.2	119.7	126.9

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF AUGUST 1957**

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

—	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	August 1956	July 1957	August 1957					
(1) St. John's, Nfld.....	110.2	109.6	110.5	110.6	110.5	102.0	108.8	116.0
Halifax.....	117.6	119.3	120.6	115.0	129.5	113.2	125.3	125.3
Saint John.....	120.3	122.4	123.3	118.9	132.8	117.8	121.2	130.3
Montreal.....	118.9	122.0	122.2	121.6	140.4	104.8	116.7	126.0
Ottawa.....	120.4	123.4	124.0	119.2	142.7	111.7	118.6	129.9
Toronto.....	122.0	125.5	125.9	119.5	150.8	111.8	119.5	130.2
Winnipeg.....	117.0	120.0	120.7	118.5	129.0	112.6	116.9	125.4
Saskatoon—Regina.....	116.2	119.3	120.2	119.8	118.9	118.5	121.6	120.9
Edmonton—Calgary.....	116.1	119.1	119.8	117.7	121.6	116.0	119.9	124.1
Vancouver.....	119.6	121.7	122.5	118.7	132.1	111.7	128.9	124.6

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.



## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS, JANUARY-AUGUST 1956, 1957†**

Date	Number of Strikes and Lockouts		Approximate Number of Workers		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Days	Per Cent of Estimated Working Time
1957*						
January.....	24†	24	7,477†	7,477	52,680	0.06
February.....	17	27	5,797	8,080	49,130	0.05
March.....	32	45	6,585	9,912	71,430	0.08
April.....	15	31	6,158	8,022	51,820	0.06
May.....	30	40	14,051	15,393	144,700	0.16
June.....	22	45	7,519	18,520	221,850	0.24
July.....	12	34	2,481	16,298	237,740	0.26
August.....	25	42	7,044	14,532	187,450	0.20
Cumulative totals.....	177		57,112		1,016,800	0.14
1956						
January.....	14†	14	17,341†	17,341	338,355	0.36
February.....	12	23	3,884	20,150	234,945	0.25
March.....	12	23	2,308	3,172	16,955	0.02
April.....	15	22	2,535	2,877	10,350	0.01
May.....	30	35	16,470	17,911	136,520	0.14
June.....	25	39	9,621	16,866	78,160	0.08
July.....	32	42	8,260	9,244	58,750	0.06
August.....	32	53	9,312	13,404	86,485	0.09
Cumulative Totals.....	172		69,731		960,520	0.13

\* Preliminary figures.

† Strikes unconcluded at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one days' duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS, AUGUST 1957, INVOLVING 100 OR MORE WORKERS

(Preliminary, subject to revision)

Employer(s)	Union(s)	Approximate Number of Workers	Date Began(1)	Terminated or Lapsed	Approximate Time Lost Man-Days		Major Issue(s)	Major Term(s) of Settlement
					August	To Date		
In Progress Prior to August 1957								
MINING— Other— Gaspé Copper Mines, Murdochville, Que.	United Steel Workers of America, No. 4881, AFL-CIO/CLC.	400	Mar. 10	.....	10,800	92,835	Recognition of union as bargaining agent.	.....
	International Association of Machinists, No. 438, AFL-CIO/CLC.	119	July 9	.....	2,620	4,640	Wage increases as recommended by majority report of conciliation board.	.....
MANUFACTURING— Iron and Steel— Canadian Laundry Machinery, Toronto, Ont.	National Syndicate of Aluminum Employees of Arvida, COCL.	5,999(2)	May 17	*	131,975	449,920	Wages, working conditions and a master contract covering company's activities in Quebec.	.....
<i>Chemical Products</i> — Lever Bros. Ltd., Canada, Toronto, Ont.	International Chemical Workers Union, No. 32, AFL-CIO/CLC.	555	May 13	.....	2,220	34,020	Wages, conciliation procedures completed.	.....
	Seafarers International Union of North America, AFL-CIO/CLC.	158	June 22	.....	3,475	5,385	Wages and other benefits.	.....
TRANSPORTATION— Canadian National Steamships, Montreal, Que.								
COMMENCING IN AUGUST 1957								
MINING— Coal— Cumberland Railway and Coal Company, Springhill, N.S.	United Mine Workers of America, No. 4514, IND.	800	Aug. 29	Aug. 29	800	800	Work assignment.	Return of workers.
	Dominion Coal Co., No. 16 Colliery, Waterford, N.S.	1,030	Aug. 22	Aug. 26	1,545	1,545	Assignment of workers.	Return of workers, further negotiations.

MANUFACTURING— <i>Textiles—</i> Canadian Celanese Ltd., Drummondville, Que.  <i>Transportation equipment—</i> Ferguson Industries Ltd., Pictou, N.S.  <i>Non-Metallic Minerals—</i> The Canadian Rock Salt Co. Ltd., Ojibway, Ont.  American Standard Products Canada Ltd., Toronto, Ont.	Textile Workers Union of America, AFL-CIO/CLC.	100 <sup>(2)</sup>	Aug. 26	Aug. 31	500	Work load and union recog- nition.	Return of workers, re- ferral to arbitration.
	United Steel Workers of America, No. 4702, AFL- CIO/CLC.	450	Aug. 19	Aug. 20	475	Protest of profane and abusive language by foreman.	Return of workers when foreman disciplined.
	International Union of Oper- ating Engineers, No. 793, AFL-CIO/CLC.	154	Aug. 2	Aug. 9	770	Wages, conciliation procedures completed.	Return of workers and referral to arbitration.
	International Brotherhood of Operative Potters No. 231, AFL-CIO/CLC.	150	Aug. 15	Aug. 19	75	Disciplinary dismissal of two employees.	Referral to arbitration.
	United Brotherhood of Car- penters and Joiners of Am- erica, No. 1081, AFL- CIO/CLC.	158 <sup>(4)</sup>	Aug. 1	Aug. 12	1,420	Wages and fringe benefits.	Retrospective wage in- crease, medical plan, new apprentice wage scale, establishment of committee to look into camp and food con- ditions and travelling time from point of hiring.
CONSTRUCTION— Saguenay-Kitimat Co., Kitimat, B.C.  Saint John Builders Ex- change, Saint John, N.B.  Better Floor Bureau of Vancouver, Vancouver, B.C.  Various Plumbing and Heating Contractors, Toronto, Ont.	United Brotherhood of Car- penters and Joiners of Am- erica, No. 1386, AFL-CIO/ CLC.	975 <sup>(3)</sup>	Aug. 5	Aug. 9	3,900	Wages, conciliation procedures completed.	Increased wages, further 5 cents an hour April 30, 1957 and a two year contract.
	United Brotherhood of Car- penters and Joiners of Am- erica, No. 1541, AFL-CIO/ CLC.	200	Aug. 12	Aug. 19	1,000	Wages.	Increase of 45 cents an hour over one year period and a two year contract.
	United Association of Jour- neymen and Apprentices of the Plumbing and Pipe- fitting Industry of U.S.A. and Canada, No. 46, AFL- CIO/CLC.	2,270	Aug. 26	.....	11,350	Wages, conciliation procedures completed.	
	Transport and Allied Workers Union, No. 855 of The International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, AFL-CIO/ CLC.	226	Aug. 6	.....	4,745	Delay in signing first agree- ment, conciliation procedures completed.	
TRADE— Concrete Products Ltd., St. Johns West, Nfld.							

(1) In this table the date commenced is that on which time loss first occurred, and the date of conclusion is the last day on which time was lost to an appreciable extent.

(2) 1,800 indirectly affected; (3) 15 indirectly affected; (4) 664 indirectly affected; (5) 25 indirectly affected.

\* Terminated September 19; details will be shown in the September report.



## H—Industrial Accidents

**TABLE H-1.—INDUSTRIAL FATALITIES IN CANADA DURING THE SECOND QUARTER OF 1957 BY GROUPS OF INDUSTRIES AND CAUSES**

NOTE: The method of preparing these figures is described elsewhere in this issue in an article entitled "Fatal Industrial Accidents in Canada".

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.....													76
Struck by.....	8	15		11	14	19	1	7	1				76
(a) Tools, machinery, cranes, etc.....		3			7	3			1				14
(b) Moving vehicles.....	2			1	1	10		3					17
(c) Other objects.....	6	12		10	6	6	1	4					45
Caught In, On or Between Machinery, Vehicles, etc..	1	1	1	6	6	5		2					22
Collisions, Derailments, Wrecks, etc.....	15	9	1	3	4	11		26	3		7		79
Falls and Slips.....	2	9	3	3	5	16		7	1		4		50
(a) Falls on same level.....											1		1
(b) Falls to different levels.....	2	9	3	3	5	16		7	1		3		49
Conflagrations, Temperature Extremes and Explosions.....				1	10	3		1	1				16
Inhalation, Absorptions, Asphyxiation, etc.....				6	2	1							9
Electric Current.....					3	11	4	4					22
Over-exertion and Industrial Diseases.....		1		1		3		1	1				7
Miscellaneous Accidents.....				1	1	2							4
Total, Second Quarter—1957	26	35	5	32	45	71	5	48	7		11		285*
Total, Second Quarter—1956	30	52	3	62	37	53	10	46	16		22		331

**TABLE H-2.—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE SECOND QUARTER OF 1957**

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....				1	4	14		5	2			26
Logging.....				1	9	6				19		35
Fishing and Trapping.....						1	1			1		5
Mining and Quarrying.....					4	11	8	1	3	7		32
Manufacturing.....				1	12	15		1	1	8		45
Construction.....	2		2		15	20	3	7	6	16		71
Electricity, Gas, Water Production and Supply.....				2		3						5
Transportation, Storage and Communications.....	1		1	8	16	9	1	1	5	6		48
Trade.....					1	3			1	2		7
Finance.....											3	11
Service.....					3	5						
Unclassified.....												
Total.....	3		10	13	64	87	13	15	18	62		285*

\* Of this total 212 fatalities were reported by the various provincial Workmen's Compensation Boards, and the Board of Transport Commissioners; details of the remaining 73 were obtained from other non-official sources.

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## manpower and labour relations REVIEW

Economics and Research Branch, Department of Labour, Canada

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### Current Manpower Situation

THE dominant features of the labour market this summer and fall have been a labour force far greater than last year, moderately higher employment and considerably higher unemployment than last year. Developments during October did not change these features appreciably.

At mid-October, total employment was estimated to be 5,797,000, some 123,000 or 2.2 per cent more than a year earlier. Agricultural employment showed a year-to-year decline of 48,000 but non-farm employment was up by 171,000. The labour force, estimated to be 6,005,000 at mid-October, was 233,000 or 4 per cent higher than a year before, compared with an average annual rate of increase of 1.9 per cent in the preceding five years. The high rate of increase this year reflects the substantial volume of immigration during the past 12 months. The number of persons without jobs and seeking work was estimated at 208,000, or 3.5 per cent of the labour force, compared with an average of 2.4 per cent for the same months of the past four years.

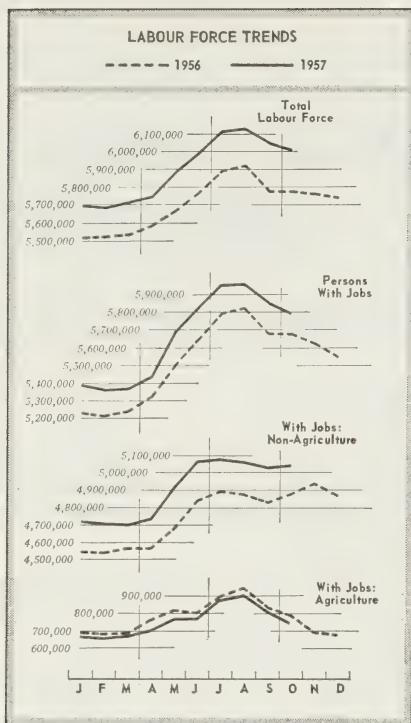
Employment dropped by 160,000 since the seasonal peak in mid-August, a decline close to normal for this time of year. The seasonal reduction in farming operations was responsible for much of this decrease; total non-farm employment has remained virtually unchanged since mid-summer.

The year-to-year increase in employment was fairly well distributed across the country. The rate varied from just under 2 per cent in Quebec, where the decline in pulp-cutting has had its greatest effect, to just over 3 per cent in the Prairie Provinces, where expansion in manufacturing and services has been an important stimulus to hiring.

Unemployment was also higher than last year in all regions and was reflected in the local labour market situation. The most notable feature of the local picture this year is the absence of labour shortages; last year at this time 20 areas, most of which were in the Prairie Provinces and Ontario, had marked labour shortages. The classification of the 109 areas surveyed at the beginning of November was as follows (last year's figures in brackets): in substantial surplus, 3 (0); in moderate surplus, 43 (8); in balance, 63 (81); in shortage, 0 (20).

The increase in labour supplies this year has been accompanied by a shorter work-week. In October the number of persons on short time was

<b>A</b>	<b>Monthly</b>	<b>Labour</b>	<b>Gazette</b>	<b>Feature</b>
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estimated to be 38,000, up 15,000 from a year earlier. Reports have also indicated a reduced amount of overtime in most industries. In manufacturing, average weekly hours were down to 40.5 in September from 41.2 a year earlier.

## Industrial Employment

The sustained demand for labour this fall is attributable in large part to the trade, finance and service industries, a reflection of the continued high level of personal expenditures on consumer goods and services. Employment in these industries in 1957 was 4 per cent higher than in 1956.

Construction employment has risen unevenly during the past two years at an average annual rate of more than 5 per cent. A record 520,000 workers were engaged in construction activity last August. Non-residential building was exceedingly active in the first half of this year, with expenditures 26 per cent higher than in the same period in

1956. A good deal of work remains to be done on a number of major developments but the initiation of new projects seems to have slowed down in recent months. In the third quarter of this year the value of building permits was no higher than in the same period in 1956 and the value of contracts awarded for this type of work was down substantially.

Residential construction, on the other hand, has shown a steady rise in recent months. The number of housing units started (seasonally adjusted at annual rates) rose from a low of about 80,000 in the first quarter of 1957 to about 120,000 in the third quarter; this figure, however, was still 9 per cent lower than in the same period in 1956. During October the number of housing starts showed a significant increase, attributable in large part to the additional mortgage money made available by the Government. The increase in house-building activity occurred in all regions.

Manufacturing employment has been stable through most of 1957, although there has been some weakening in wood products, motor vehicles and household appliances, and, more recently, an easing in the production of machinery and primary steel. On the other hand, there has been little slackening in the long-term growth of the chemicals, petroleum, and printing and publishing industries. A higher level of activity in aircraft and shipbuilding firms has provided additional support to manufacturing employment. Preliminary reports indicate little change during October. Motor vehicles and parts firms were nearing full production and by the end of the month had recalled most of the workers on temporary layoff. At the same time, considerable numbers were released in primary and secondary steel manufacturing, shipbuilding and wood and paper products.

Employment continued to be relatively weak in forestry. In pulp-cutting particularly, the upswing in hiring in eastern Canada this fall began later than usual, and schedules called for fewer workers than in previous years. The lumbering situation in British Columbia showed little change; employment in logging and sawmills was considerably lower than a year ago.

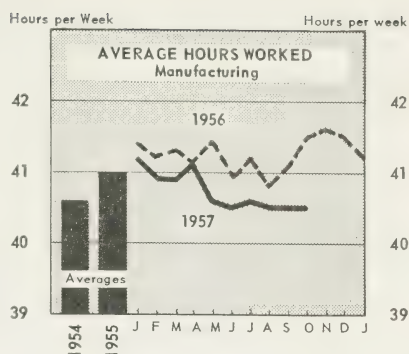
The mining industry continued to expand, despite some unfavourable developments. Coal mining employment declined a little further in 1957, bringing the level down to about 60 per cent of the 1949 average. Metal mining, on the other hand, increased steadily throughout the year despite reduced activity in the mining of copper, lead and zinc. Some aspects of the situation in metal mining are discussed in further detail below.

## Metal Mining

Employment in metal mining has risen steadily and rapidly since the middle of 1955. In 1957 the demand for some base metals declined but because of the continued expansion of iron ore and uranium mining, employment in the industry as a whole continued to increase. Much of the increase resulted from the development of new mines; the actual increase in output has been small in relation to the increase in workers. Exports, on the other hand, have shown fairly large gains, particularly in shipments to overseas markets.

Production of metal mines, by volume, increased 3 per cent from 1955 to 1956 and 7 per cent from 1956 to 1957 (first six months). The production trends, however, have not been uniform for all minerals. In 1957, the production of iron ore rose nearly 9 per cent above that in the same period in 1956. Nickel production registered a 6-per-cent gain in this period. Figures on uranium output are not available but the increase is known to be substantial. On the other hand, production of primary copper declined nearly 5 per cent, partly as a result of the strike at Murdochville, Que. Production of gold, silver, lead and zinc were either unchanged or lower than last year in the eight-month period.

Metal mining in Canada is largely an export industry. In 1956, by volume of metal production, some 90 per cent of iron ore, 64 per cent of copper, 99 per cent of nickel, 69 per cent of lead, 91 per cent of zinc, and 77 per cent of silver were exported. Fluctuations in the export market, therefore, exert a considerable though complex influence on the industry. Prices of copper have dropped very sharply in the past year and a half, and in the past six months similar declines have occurred in the prices of lead and zinc. This has had a marked effect on the high-cost mines that depend primarily on the recovery of these metals. Mines in British Columbia have suffered most in this respect and in recent months a number of operations in Quebec have been forced to close. However, in low-cost mining operations, or in mines where copper, lead and zinc are of secondary importance, the output of these metals has





been maintained or even increased. This is particularly true of northern Ontario, which accounts for a substantial proportion of the total output of copper in Canada.

The decline in demand for these metals has been largely limited to the domestic market; export shipments have increased. In the first eight months of 1957, exports of copper ore and ingots were 28 per cent greater by volume than in the same period last year; lead and zinc exports were higher by lesser amounts. Because of the decline in prices, however, the export values of these metals were down slightly from last year. There was no great change in the level of exports of other metals.

Employment in metal mining rose during the first three quarters of 1956, levelled off in the last quarter, and continued rising in the first eight months of 1957 (see chart). Year-to-year employment gains in metal mining in Ontario were consistently high and sufficient to offset the declines in British Columbia and the somewhat slower rate of increase in Quebec. In the first eight months of 1957 (compared with the first eight in 1956) total employment in metal mining registered an average increase of 8 per cent. There was a 22-per-cent increase in Ontario, a 3-per-cent increase in Quebec, and a decrease of nearly 4 per cent in British Columbia. The sharp Ontario increase reflected the increase in uranium mining. The increase in Quebec reflected the increase in the mining of iron ore, balanced by the decrease in copper mining (Quebec mines some 60 per cent of Canadian iron ore). The British Columbia employment decrease reflected the decline in zinc and lead mining.



**CORRECTION**

Figures relating to strikes and lockouts that appear in the table "Current Labour Statistics" on page 1149 of the October *Labour Gazette* were incorrect. The figure for the number of days lost in September should be 190,045, not 153,400; and the percentage change from the previous year should be +13.4, not +9.9.

# Current Labour Statistics

(Latest available statistics as of November 12, 1957)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Oct. 19	6,005,000	- 0.7	+ 4.0
Total persons with jobs.....	Oct. 19	5,797,000	- 1.0	+ 2.2
At work 35 hours or more.....	Oct. 19	3,451,000	-33.3	-33.6
At work less than 35 hours.....	Oct. 19	2,089,000	+336.1*	+500.3*
With jobs but not at work.....	Oct. 19	257,000	+26.0	+96.2
With jobs but on short time.....	Oct. 19	38,000	+ 5.6	+65.2
With jobs but laid off full week.....	Oct. 19	12,000	-25.0	+ 9.1
Persons without jobs and seeking work.....	Oct. 19	208,000	+ 7.2	+112.2
Persons with jobs in agriculture.....	Oct. 19	746,000	- 8.1	- 6.1
Persons with jobs in non-agriculture.....	Oct. 19	5,051,000	+ 0.2	+ 3.5
Total paid workers.....	Oct. 19	4,607,000	- 0.4	+ 2.7
<i>Registered for work, NES (b)</i>				
Atlantic.....	Oct. 17	30,000	+15.4	+63.9
Quebec.....	Oct. 17	74,100	+ 7.1	+63.9
Ontario.....	Oct. 17	108,100	+ 1.4	+86.7
Prairie.....	Oct. 17	30,200	+24.3	+73.6
Pacific.....	Oct. 17	36,300	+21.8	+95.2
Total, all regions.....	Oct. 17	278,700	+ 8.9	+77.1
Claimants for Unemployment Insurance benefit.....	Oct. 1	226,530	+ 8.5	+76.4
Amount of benefit payments.....	September	\$13,809,589	+ 6.0	+94.8
Industrial employment (1949 = 100).....	Sept. 1	127.6	0.0	+ 1.5
Manufacturing employment (1949 = 100).....	Sept. 1	118.6	+ 0.4	+ 0.5
Immigration.....	1st 6 mos.	182,416	—	+160.9 (c)
<i>Strikes and Lockouts</i>				
No. of days lost.....	October	128,275	—	+10.9 (c)
No. of workers involved.....	October	14,107	—	-10.8 (c)
No. of strikes.....	October	48	—	+11.1 (c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	Sept. 1	\$68.51	+ 0.1	+ 5.4
Average hourly earnings (mfg.).....	Sept. 1	\$1.60	- 0.4	+ 5.0
Average hours worked per week (mfg.).....	Sept. 1	40.5	0.0	- 1.5
Average weekly earnings (mfg.).....	Sept. 1	\$64.68	- 0.4	+ 3.5
Consumer price index (av. 1949 = 100).....	Oct. 1	123.4	+ 0.1	+ 3.0
Real weekly earnings (mfg. av. 1949 = 100).....	Sept. 1	125.8	- 1.0	- 0.2
Total labour income..... \$000,000	August	1,337	+ 1.9	+ 8.2
<i>Industrial Production</i>				
Total (average 1935-39 = 100).....	August	286.5	+ 1.5	- 0.7
Manufacturing.....	August	283.1	+ 2.5	- 1.5
Durables.....	August	323.4	- 1.1	- 5.4
Non-Durables.....	August	257.4	+ 5.6	+ 1.9

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, October *Labour Gazette*.

(b) See inside back cover, October *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

\* Thanksgiving Holiday fell in survey week.

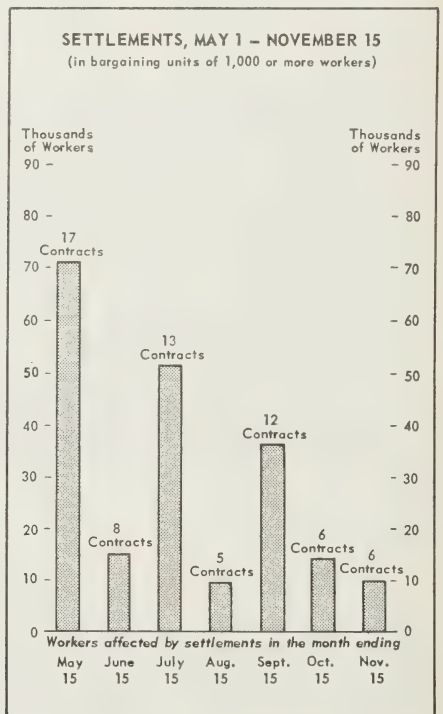
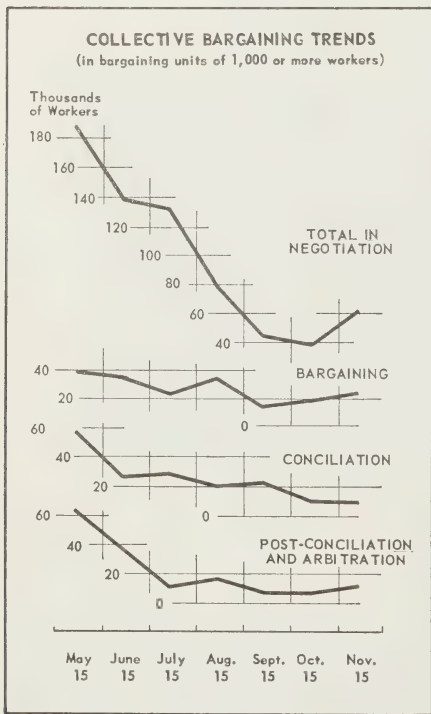
# Labour-Management Relations

## The Bargaining Scene

Thirty-three contracts, each covering 1,000 or more workers, were under negotiation or scheduled to expire in the period October 1 to December 31. The number of workers covered by these contracts was 61,450, an increase of about 10 per cent over the period September 1 to November 30. The increase was mainly in the number of workers covered by contracts scheduled to expire in the period but for which negotiations had not yet begun on November 15. Eleven of the 33 contracts involved Crown corporations or provincial and municipal governments and accounted for 38 per cent of the total number of workers covered by this review.

Settlements in the current three-month period numbered six, the same as in the preceding period, but the number of workers involved dropped to 10,000 from 14,600. Of the six contracts settled, one agreement was reached in less than a month; another took three months, including a work stoppage; two between three and six months; and the remaining two took more than six months, one of them involving a work stoppage.

The important settlements were between the Builders Exchange and the United Association of Journeymen Plumbers in Toronto; the General Contractors' Association and the Reinforcing Ironworkers of Vancouver; and the Okanagan Federated Shippers Association and the Federation of Fruit and Vegetable Workers Unions in the Okanagan Valley. The journeymen plumbers struck for higher pay and were out from August 26 to October 28. The dispute was finally settled with the granting of a 70-cent-an-hour increase to be





## THE BARGAINING SCENE NOVEMBER 15, 1957

Bargaining Units of 1,000 or More Employees,

October 1 to December 30, 1957

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<b>In Negotiations and Terminating in Period:</b>	33 agreements, 61,450 workers
Bargaining carried over from September:	75 agreements, 29,350 workers
Terminating in period Oct. 1—Dec. 31:	18 agreements, 32,100 workers

### Settlements Achieved, Oct. 15—Nov. 15:

#### Major Terms of Settlements (preliminary information)

##### Wages and Duration—

- 3 agreements, covering 5,400 workers, are effective for one year
- 3 agreements, covering 4,600 workers, are effective for 18 months or more
  - 3, covering 5,400 workers, provide increases ranging from 10 to 14 cents an hour.
  - 1, covering 1,000 workers, provides an increase of 47 cents an hour spread over 18 months.
  - 2, covering 3,600 workers, provide an increase of 27 and 70 cents an hour over 2 and 2½ years, respectively.

##### Statutory Holidays—

- 1 agreement, covering 3,000 workers, provides an additional paid statutory holiday.

##### Welfare—

- 1 agreement, covering 1,000 workers, provides for a health and welfare plan.

##### Overtime—

- 1 agreement, covering 1,000 workers, provides for double time for overtime.

##### Seniority—

- 1 agreement, covering 1,250 workers introduces seniority clauses.

<b>Negotiations Continuing at November 15:</b>	27 agreements, 51,450 workers
Bargaining in progress:	12 agreements, 23,700 workers
Conciliation in progress:	6 agreements, 8,450 workers
Post-conciliation:	1 agreement, 5,400 workers
Arbitration in progress:	3 agreements, 4,850 workers

<b>Other Agreements Terminating in Period:</b>	5 agreements, 9,050 workers
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spread over 2½ years. In addition, provision was made for increased out-of-town working allowances and the granting of a guaranteed two hours' show-up time. The contract with the Reinforcing Ironworkers of Vancouver covered 1,000 workers and granted a 47-cent-an-hour increase spread over 18 months. Also included in this contract were provisions for a health and welfare scheme and double time for overtime. The negotiations between the Okanagan Federated Shippers and the Federation of Fruit and Vegetable Workers Unions were protracted because of litigation over the proposed merger of the union with the Teamsters union. The contract was finally settled with a 7-cent-an-hour increase for men and 3 cents for women. An additional paid statutory holiday was also provided. This contract covers about 3,000 workers.

## Wage Rate Changes

Two thirds of a sample of 1,000 establishments surveyed semi-annually by the Department of Labour have reported general wage rate increases for their non-office employees during the period October 1, 1956 to September 30, 1957. This represents a slightly higher proportion than in the previous year. The proportion of establishments increasing wage rates from 5 to 10 cents per hour was also greater during the past year than in the preceding 12 months.

The sample used is made up of 1,000 establishments of all sizes representing both manufacturing and non-manufacturing industries. The same establishments are asked every six months (at April 1 and October 1) to report general wage changes. The term "general increase" in the accompanying table applies to wage rate increases affecting more than 50 per cent of an establishment's non-office employees. Where wage rate changes affect fewer employees, they are included in the category "no general increase".

Because of the prevalence of long-term collective agreements, some of the increases reported had been negotiated before the survey periods and, similarly, some of the "no general increases" were for firms not negotiating during the period.

### GENERAL WAGE RATE CHANGES, 1956-1957

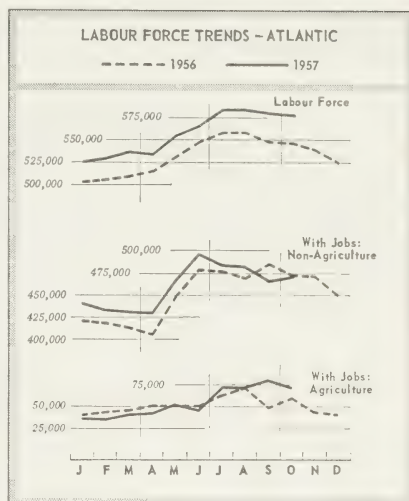
NOTE.—Based on a sample of 1,000 establishments surveyed as to wage changes from October 1, 1955 to September 30, 1956 and from October 1, 1956 to September 30, 1957.

General Wage Rate Changes in Cents per Hour	Per Cent of Establishments	
	October 1, 1955 to September 30, 1956	October 1, 1956 to September 30, 1957
Total (1,000 establishments).....	100	100
No general increase.....	39	34
General increase.....	61	66
Less than 5 cents.....	10	9
5 cents.....	9	7
5.1—9.9 cents.....	19	26
10 cents.....	5	7
10.1—14.9 cents.....	11	9
15 cents and over.....	7	8

# Manpower Situation in Local Areas

## ATLANTIC

TOTAL employment in the Atlantic region showed virtually no change during October. Persons with jobs at October 19 were estimated at 547,000, about the same as a month before but some 13,000 more than last year. Farm employment fell during the month as usual after the completion of the potato harvest, but the decline was offset by increased hirings in some non-farm activities. Ship repair shops and coal mining recorded moderate employment gains in October. Better than average catches were reported in most areas and most fish plants were working full time. Forestry employment showed little recovery, however, from the downward trend in evidence since early in the year. Many of the larger logging operators reported that employment was down by as much as 50 per cent from last year.



Registrations for employment at NES offices increased in a number of areas as outdoor work declined. Ten of the 21 areas in the region were reclassified during the month, nine from the balanced to the moderate surplus category and one from the moderate to the substantial surplus category. At November 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 1 (0); in moderate surplus, 15 (2); in balance, 5 (19).

## Local Area Developments

**St. Johns** (metropolitan). Reclassified from Group 3 to Group 2. Unemployment continued to rise in this area, reaching the highest level for the month in several years. Much of the increase occurred in construction, following completion of work on some of the larger building projects. The service industry also showed further slackening, mainly as a result of layoffs at the Pepperrell Air Force base. Since spring, approximately 600 workers have been released from the Northeast Air Command bases in Newfoundland and Labrador. Waterfront activity declined during the month, contrary to the normal seasonal pattern of the industry. Job opportunities for long-shoremen have been fewer than last year throughout the summer. The over-all reduction of job opportunities during the year was reflected in a decline in vacancies from 600 a year ago to fewer than 100 at the end of October. Forestry was responsible for much of the year-to-year increase in unemployment, a result of sharp reductions in cutting by the two larger mills in Newfoundland.



# CLASSIFICATION OF LABOUR MARKET AREAS—NOVEMBER 1, 1957

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Windsor	Hamilton QUEBEC-LEVIS ← ST. JOHN'S ← Vancouver-New Westminster	Calgary Edmonton Montreal Ottawa-Hull Toronto Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	ROUYN- VAL D'OR ←	Brantford CORNER BROOK ← CORNWALL ← Farnham-Granby Joliette Lac St. Jean Moncton New Glasgow Niagara Peninsula → OSHAWA Peterborough Saint John Shawinigan Falls Sherbrooke Trois Rivières	Fort William-Port Arthur Guelph Halifax Kingston Kitchener London Sarnia Sudbury Sydney Timmins-Kirkland Lake Victoria	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agri- culture)		Chatham Thetford-Megantic- St. Georges	Barrie Brandon Charlottetown Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Rivière du Loup Saskatoon Yorkton	
MINOR AREAS (labour force 10,000-25,000)	ST. STEPHEN ←	Bathurst BRIDGEWATER ← Campbellton Central Vancouver Island CHILLIWACK ← Drummondville EDMUNDSTON ← FREDERICTON ← Galt Gaspé GRAND FALLS ← Lindsay MONTMAGNY ← Newcastle Owen Sound PRINCE GEORGE ← PRINCE RUPERT ← Rimouski TRURO ← Victoriaville WOODSTOCK, ← N.B. YARMOUTH ←	Beauharnois Belleville-Trenton Bracebridge Brampton Cranbrook Dauphin Dawson Creek Drumheller Goderich Kamloops Kentville Lachute-St. Thérèse Listowel Medicine Hat → NORTH BAY Okanagan Valley Pembroke Portage la Prairie Quebec North Shore Ste. Agathe-St. Jérôme St. Hyacinthe St. Jean St. Thomas Sault Ste. Marie Simcoe Sorel Stratford Summerside Swift Current Trail-Nelson Valleyfield Walkerton Weyburn Woodstock-Ingersoll	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

**Corner Brook** (major industrial). Reclassified from Group 3 to Group 2. Job opportunities decreased in most seasonal industries during the month. Forestry employment continued well below last year's, accounting for much of the year-to-year increase in labour supplies. Temporary layoffs involving about 70 workers occurred at a cement plant but otherwise manufacturing employment held up fairly well. Pulp and paper mills, the backbone of manufacturing in this area, continued to show moderate production declines over last year. Curtailments of newsprint and sulphite production were responsible for a reduction in the average number of hours worked but total employment in the industry was maintained at about last year's level.

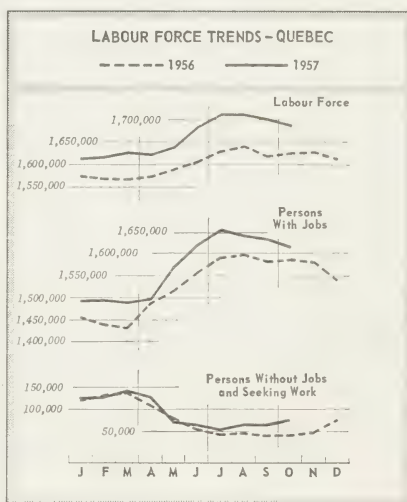
**St. Stephen** (minor). Reclassified from Group 2 to Group 1. The rise in unemployment during the month was largely the result of staff reductions in canneries and processing plants. At one plant, approximately 275 workers were laid off owing to poor fish catches and the lack of markets for sardines. By the end of October, unemployment in the area was somewhat above the long-term average for the month. The permanent closure of the textile plant at Milltown in August contributed largely to the rise in unemployment over the year.

**Bridgewater, Edmundston, Fredericton, Grand Falls, Truro, Woodstock and Yarmouth** (minor). Reclassified from Group 3 to Group 2.

## QUEBEC

ACTIVITY in the Quebec region declined slightly in non-agricultural industries during the month, resulting in an over-all decline in employment that was somewhat larger than in the same period in earlier years. Persons with jobs at October 19 were estimated at 1,613,000, some 23,000 fewer than a month before. Employment, however, was still higher than a year earlier (up 26,000), although the margin has narrowed since the beginning of the year. Persons without jobs and seeking work increased by some 10,000 during the month to an estimated total of 74,000 or 4.4 per cent of the labour force.

Employment remained substantially higher than a year earlier in the trade, finance and service industries; in construction and the industries connected with construction (the manufacture of doors, sashes, roofing paper, structural steel, etc.) it declined seasonally. The mining industry recorded decreases in employment as several copper and zinc mines in the region closed; employment in the forestry industry was considerably lower than a year earlier. Sharp reductions in the amount of pulpwood being cut (as much as 60 per cent less in some areas) resulted in the hiring of far fewer loggers than last year. Employment in the woods was about 15 per cent lower than a year before and, with quotas reduced, a short season was expected. In a number of areas, sawmills were closing earlier this year than last.



Manufacturing activity remained at a high level, particularly in iron and steel products, electrical apparatus and transportation equipment; but there were some signs of weaknesses. Until recently, employment in primary textiles showed little change from last year; in secondary textiles, some easing was recorded in the manufacture of men's clothing and woollens, though other lines showed seasonal strength. During October, however, layoffs of secondary textile workers were much larger than usual for this time of year. Production was reduced in pulp and paper mills, resulting in short time and some layoffs.

Three of the 24 labour market areas were reclassified during the month; at November 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 1 (0); in moderate surplus, 13 (2); in balance, 10 (22).

### Local Area Developments

**Montreal** (metropolitan). Remained in Group 3. Registrations rose in service, clerical, construction, metalworking and secondary textile occupations. Although most manufacturing industries continued to operate at a high level, some weaknesses were becoming apparent. Non-residential construction decreased during the month.

**Quebec-Levis** (metropolitan). Reclassified from Group 3 to Group 2. Registrations at NES offices rose by some 15 per cent during the month; the increases were concentrated in the construction, service, transportation and boot and shoe manufacturing industries. The pulpwood cut, much smaller than last year, had already been completed. At the textile mill in Montmorency, some 100 workers were on short time; a month earlier 700 were on short time.

**Rouyn-Val d'Or** (major industrial). Reclassified from Group 2 to Group 1. Registrations at NES offices increased by some 25 per cent during the month, mainly in the construction, logging, transportation and mining industries. It was estimated that only 30 per cent of the usual number of loggers were in the bush this year and camps were expected to close soon. The reduction in logging activities also resulted in decreases in trucking work. Miners were in surplus, a number of mines having ceased operations. At Rouyn alone, some 330 men were laid off during the month.

**Montmagny** (minor). Reclassified from Group 3 to Group 2.

## ONTARIO

THE employment situation in Ontario improved slightly during October. The number of persons with jobs at October 19 was estimated at 2,128,000, an increase of some 3,000 from the previous month and of 42,000 from the previous year. The change during the month included a seasonal decline of 7,000 in agricultural employment, which was more than offset by gains in non-farm industries. Unemployment declined slightly during the month but was considerably higher than a year earlier.

The increase in employment during the month was due primarily to the resumption of activity in the automotive and allied industries following a prolonged holiday period. By the end of the month, most automobile workers had been recalled and rehiring was continuing.



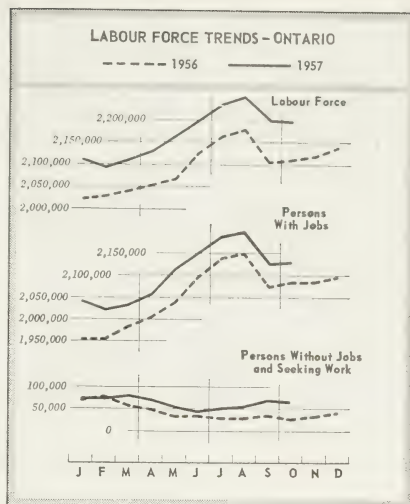
Other manufacturing industries continued to show divergent trends. Slackness in the production of heavy industrial machinery and a lower demand for tin containers resulting from the greatly reduced tomato and fruit crop were new factors contributing to the decline in steel output. The agricultural implements industry returned to full production and recalled most of its staff, promising steady employment in the months ahead. Continuing declines in railway car loadings were reflected in the delay in orders for railway rolling stock for 1958 but railway car producers were still busy completing the 1957 orders. Food processing and packing plants were seasonally active and the textile industry (except clothing) also showed increased seasonal activity. The household appliance industry was very active; the radio and television industry in particular made a remarkable recovery from its year-long depressed position, partly as a result of increased output of television sets.

Favourable weather conditions facilitated the early completion of harvesting and fall ploughing, resulting in fewer requests for farm labour. Reduced demand for lumber, pulp and newsprint, coupled with high inventories, reduced employment opportunities in forestry; sawmill operations were nearing completion and bush work, which usually absorbs the surplus labour, was slow in getting under way. Employment in construction remained higher than last year and housebuilding increased in some areas, but the completion of a number of large projects, including the Iroquois lock and canal and the Cornwall dyke, resulted in a considerable surplus of construction workers. Total registrations of construction tradesmen at NES offices were three times greater than a year earlier.

Few changes occurred in area classifications during the month, the only notable one being the reclassification of Oshawa from the substantial to the moderate surplus category. At November 1, the 34 areas in the region were classified as follows (last year's figures in brackets): in substantial surplus, 1 (0); in moderate surplus, 10 (2); in balance, 23 (26); in shortage, 0 (6).

## Local Area Developments

**Metropolitan Areas** (Classifications remained unchanged). *Hamilton* (Group 2)—The employment situation showed little change. Some layoffs occurred in the steel industry. *Ottawa-Hull* (Group 3)—The construction industry in Ottawa was very active for this time of year. Employment in Hull was adversely affected by a drop in forestry employment. *Toronto* (Group 3)—October brought the usual seasonal decline in employment. Heavy industry in general was quiet, with the exception of farm implements, where full production was resumed and most workers were recalled. Food processing and primary textiles were seasonally active and the production of electrical

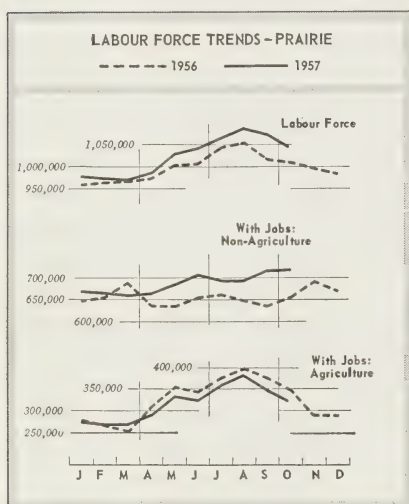


appliances showed a considerable upswing. The number of unemployed construction workers increased considerably. *Windsor* (Group 1)—Total employment increased sharply as a result of renewed automobile production but was still below that of last year. Residential construction also absorbed some of the unemployed construction tradesmen but there remained a substantial number of available workers.

**Major Industrial Areas:** *Cornwall*—Reclassified from Group 3 to Group 2. Completion of two major contracts on the St. Lawrence Seaway and Power Project resulted in a layoff of several hundred workers. *Oshawa*—Reclassified from Group 1 to Group 2. The return of the automobile industry to a high rate of production brought about a revival of activity and employment in the area and greatly reduced the labour surplus.

**North Bay** (minor). Reclassified from Group 2 to Group 3.

## PRAIRIE



THE employment situation in the Prairie region showed continued strength. Persons with jobs were estimated to be 1,033,000 at October 19; this was 28,000 fewer than at mid-September and 30,000 more than a year ago. The seasonal decline in agriculture (30,000) was mainly responsible for the drop in employment during the month. Unemployment increased moderately during the month but continued relatively below that of any other region.

The level of employment in the non-farm industries as a whole has been consistently higher this year than last, although the rate of expansion has varied from industry to industry and from province to province. Manufacturing

showed an over-all gain which was most marked in Alberta. Tertiary industries showed strength in all three provinces. Employment in construction was considerably lower than last year in Alberta but this decline was partially offset by gains in Manitoba and Saskatchewan. In all three provinces employment in this industry showed marked strength this fall, partly as a result of an increase in residential construction. However, since several engineering projects were nearing completion, a marked drop in construction employment was expected during November.

The forestry industry did not expand as much as usual. At the Lakehead, employment in pulp cutting was about 20 per cent lower than last year and camps were being closed earlier than usual.

Unemployment continued to be relatively lower in this region than in Canada as a whole and although it increased in October, the gain was not enough to warrant reclassification of any area. All areas in the region were in the balanced category at November 1. Last year at this time six areas were in balance and 14 were in shortage.

## Local Area Developments

**Calgary** (metropolitan). Remained in Group 3. Construction continued very active despite unfavourable weather during the first part of the month. The value of building permits issued showed a sharp increase, although it is probable that the yearly total will be below that of last year. No serious labour shortages were reported but numerous vacancies existed for hospital nurses, medical technicians, librarians and domestic workers.

**Edmonton** (metropolitan). Remained in Group 3. Unemployment increased only slightly in October but remained considerably higher than last year, mainly because of a decline in forestry and construction. Production of forest products has been lower than a year earlier, resulting in increased registration of loggers. Construction activity picked up considerably in September but cold weather in October had its usual effect on the industry. In spite of the general easing in labour demand during the month, there were still shortages in certain occupations.

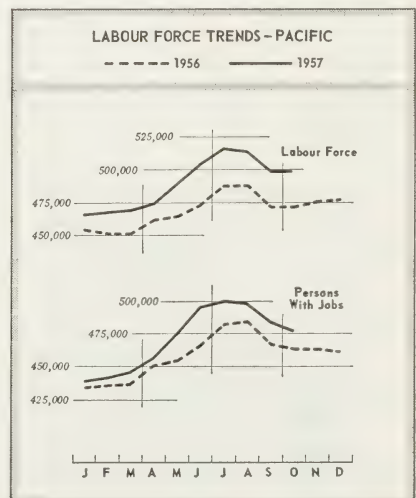
**Winnipeg** (metropolitan). Remained in Group 3. Industrial employment remained high with little change in most component groups. There was a continuing shortage of domestic help and nurses' aids and a seasonal scarcity of sewing machine operators.

**Fort William-Port Arthur** (major industrial). Remained in Group 3. Employment declined further in October largely as a result of the decline in the forest industry. The number of forestry workers decreased during the month whereas it usually increases at this time of year. Registrations in the logging, construction and transportation industries accounted for 40 per cent of the total increase in registrations of male workers at the NES offices during October.

## PACIFIC

EMPLOYMENT in the Pacific region was estimated to be 476,000 in mid-October, some 8,000 lower than a month earlier but 12,000 higher than in October 1956. In most industries employment was higher than last year; sharp gains were recorded in construction, shipbuilding, aluminum production, transportation and communications, public utility operation and finance, and moderate increases in the trade and service industries. Employment in logging, sawmilling, mining and agriculture showed a considerable drop over the year.

Unemployment was relatively higher than for the country as a whole. The main factors contributing to the increase were a greatly expanded labour force





and weakened markets for lumber and base metals. Lumber shipments from British Columbia to the United States market declined by 10 per cent during the first eight months of this year owing to a decrease in residential construction. A drop of 8 per cent during the same period also occurred in lumber shipments to the United Kingdom but this was offset by an increase in shipments to other overseas countries. Lumber sales on the Canadian market were down 3 per cent, largely because of the decline in residential construction this year. As the seasonal decline in employment progressed, significant surpluses developed of loggers, sawmill workers, machinists, welders, office clerks, carpenters, truck drivers, and unskilled lumber and construction workers. There were few shortages of labour.

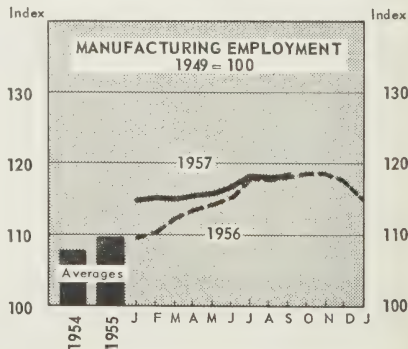
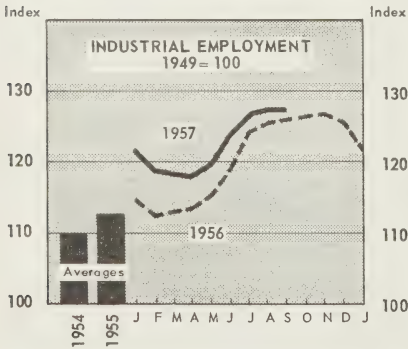
Three labour market areas were reclassified from balance to the moderate labour surplus category during the month. At November 1, classification of the ten labour market areas in the region was as follows (last year's figures in brackets): in balance, 5 (8); in moderate surplus, 5 (2).

### Local Area Developments

**Vancouver-New Westminster** (metropolitan). Remained in Group 2. Employment and unemployment were both higher than last year. A considerable amount of construction work continued to maintain a high level of employment in that industry. Production and employment in the pulp and paper industry remained high, but some curtailment was necessary because of a large increase in capacity during the past year and some decline in demand. Shipbuilding activity continued to be strong. Logging decreased as camps reduced crews for the winter. The metalworking industries were adversely affected by the unfavourable conditions in the forestry industries. Ocean shipments of grain were at a high level and continuous employment for grain terminal and longshoremen is expected this winter.

**Victoria** (major industrial). Remained in Group 3. Employment was about the same as last year but unemployment was higher. Little change occurred in the level of logging operations; there was some demand for experienced woods workers. Sawmill employment was lower than last year. Machine shops were less active than usual for this time of year but shipbuilding yards and sheet metal shops were quite busy. The cement industry expects the current high level of production and employment to continue for most of the winter.

**Chilliwack, Prince George and Prince Rupert** (minor). Reclassified from Group 3 to Group 2.



## NOTES OF CURRENT INTEREST

### **Want Lasting Solution to Winter Work Problem**

"We do not want to solve this winter employment problem for one month or one year. We want the solution to last. And if it is to last it must be based on a sound economic foundation," said Hon. Michael Starr, Minister of Labour, at the opening of the Winter Employment Campaign in Quebec City last month.

Citing the slogan being used in that city, "*Quand tous travaillent, tous en profitent*"—the English translation of which he gave as: "When everybody works, everybody benefits"—the Minister said that neither business people nor any other people were being asked to take part in the campaign without any prospect of gaining by it, directly or indirectly.

Householders, he said, could gain by taking advantage of a time when skilled labour and materials were readily available, thus getting the job done better and more quickly. Businessmen could expect to gain by the increase in business. For municipal organizations it held out the prospect of a saving in welfare costs.

Wherever winter employment campaigns had been actively pursued—with the combined efforts of the federal, provincial and municipal governments, and local organizers—Mr. Starr said that he believed they had been effective in bringing the problem to the attention of the public, with good results. "But the only trouble is that business and industry have not always taken advantage of this new atmosphere as much as they should have. This I hope business and industry will correct this winter," he added.

Business and industry, he asserted, "must do much more than give its blessing to winter work campaigns or treat them as a necessary charity or a public service effort". It was now up to business to take advantage of the more favourable atmosphere that had been created, and get down to the job of really aggressively selling its goods and services during the winter.

Business people, and especially building contractors and other business connected with the building industry, "should aim at nothing less than the principle that business operations will continue during the winter months wherever possible," the Minister

said. Technical improvements had made winter construction possible, and it was not unusual to see house building carried on all the winter. "The opportunity is there, but it cannot be yours unless you grasp it," he asserted.

The October number of *Industrial Canada*, monthly magazine of the Canadian Manufacturers' Association, contains a feature article on seasonal employment. A special circular was sent to the entire CMA membership urging support of the Department's winter work campaign.

### **Plumbing Trade Analysis Completed, Published**

A sixth trade analysis has been completed and was published last month by the Department of Labour: an analysis of the plumbing trade.

Prepared by a national committee of experts, the analysis, together with analyses of five other trades published previously, was carried out as a result of a recommendation made at the First National Conference on Apprenticeship in Trades and Industry, held in Ottawa in 1952. Analyses published previously were: machinist, carpenter, bricklaying, plastering, and the motor vehicle repair trade.

These analyses set forth those phases of the trades which are considered essential in all provinces. These essentials are indicated by a breakdown of the trade with operations, each accompanied by an appropriate body of related knowledge. These items of knowledge are of two kinds: first, that having to do with the execution of the particular operation; and second, that providing general related trade information.

Federal and provincial apprenticeship authorities hope that by these analyses of various skilled trades, which are designated as apprenticeable in most provinces, it may be ultimately possible to reach agreement on uniform standards of competence. This would be a step towards achieving acceptance in other provinces of the competence of an apprentice trained in a different province.

The publication is obtainable at a price of 50 cents per copy from the Queen's Printer, Ottawa.



**Human Rights Delegation with Minister of Labour (left to right): Frank Hall, Chairman of the CLC Human Rights Committee; Roger Provost; Hon. Michael Starr; J. Lerette; R. J. Lamoureux; Sid Blum; M. M. Maclean, Assistant Deputy Minister of Labour; A. H. Brown, Deputy Minister of Labour; J. G. Bisson, Chief Commissioner, Unemployment Insurance Commission; Kalmén Kaplansky; R. J. Tallon and C. A. Murchison, Commissioners, UIC; and K. E. Marsh and William Thompson of the NES.**

### ***Human Rights Committee Meets Labour Minister***

The National Committee on Human Rights of the Canadian Labour Congress, in a brief submitted October 2 to the Minister of Labour, made three recommendations:

1. That a program of regional education conferences on the problems of discrimination in employment be instituted for National Employment Service personnel.

2. That a Citizens Advisory Committee on the Canada Fair Employment Practices Act be established.

3. That the Canadian Government should "give serious consideration to supporting the strongest form of international action to outlaw discrimination in employment" through the instrumentality of the International Labour Organization.

The brief complained of laxity on the part of officers of the National Employment Service in regard to "job referral practices" that were contrary to the principles of the Canada Fair Employment Practices Act, and in regard to the interpretation of the Act. The "improper practices" particularly objected to in the submission were: the acceptance of job orders containing discriminatory qualifications from employers, the mention of a qualified applicant's race or religion to a prospective employer before a referral was made, and the distribution of application forms which contained questions forbidden by the Act.

The brief suggested that "a more clear-cut definition of the duties of employment service officers when receiving improper job orders, or in the referral without bias of minority group applicants, would be most helpful". Hence the recommendation

that regional education conferences for these officers should be held.

On the subject of the Citizens Advisory Committee the brief said:

"We feel that in this legislation, where so much emphasis is placed on education, persuasion and conciliation to secure compliance, a citizens advisory committee can serve a valuable function. The establishment of an advisory body would make available to the Department, on a regular basis, the experience of community, church, labour and employer organizations in dealing with problems of prejudice and discrimination. It would afford the interested non-governmental bodies an opportunity to meet with the Department to discuss such matters as the special problems of discrimination which might exist in certain occupational or geographic areas of employment; new and more effective methods of providing information on fair practices legislation to the public; and the assistance of voluntary agencies in promoting the elimination of discrimination."

The brief mentioned the interest felt by the Committee in the proceedings at the recent Conference of the ILO dealing with the Draft Convention and Recommendation on Discrimination in Employment. However, it urged that the proposed international instrument should be amended to provide for the implementation of fair employment practices "by legislation which establishes the machinery to (1) investigate and settle complaints of violations, (2) enforce compliance by legal sanction if the methods of persuasion and conciliation fail to achieve a settlement, and (3) to carry on an educational program informing the public of the available government procedures for handling problems of discrimination in employment".



## **Bars Crown Attorneys From Labour Disputes**

Ontario's full-time Crown attorneys are not permitted to represent companies in labour-management disputes, and part-time and assistant Crown attorneys will be advised against engaging in the practice, Ontario Attorney General Kelso Roberts has told the provincial Government's select committee on labour relations.

### **Judges Barred**

Earlier, the federal Government indicated to provincial attorneys general that judges should no longer be appointed to conciliation boards (L.G., Oct., p. 1163).

With Provincial Police Inspector Leonard Neil, Mr. Roberts was before the committee answering union charges that the Ontario Provincial Police and Crown attorneys were used by companies to break unions.

The Attorney General said full-time Crown attorneys were not permitted to participate in such matters. As far as part-time Crown attorneys and assistant Crown attorneys are concerned, "I will be pleased to issue instructions advising against it," he said.

Mr. Roberts added: "The use of police is to enforce law and order only. Individuals like myself are answerable to the people, and at no time will the OPP be used for anything other than their duties—to preserve law and order. They will always be used with discretion and without fear or favour."

## **Immigrants No Longer Fill Trained Manpower Gap**

Immigration can no longer be depended on to fill the gap between the number of professional and technical workers being trained in Canada and the number the country requires, according to S. H. Deeks, Executive Director of the Industrial Foundation on Education.

### **Supplied 70 Per Cent**

Speaking at Peterborough to the graduating class of the Advanced Technical Course sponsored by the Ontario Industrial Educational Council, Mr. Deeks said that during the postwar expansion Canadian companies had had to recruit as much as 70 per cent of their requirements for technical and professional staff from among European immigrants.

He mentioned the Canadian aircraft industry as an instance of a field in which progress would have been seriously hampered if it had not been for the influx of highly trained persons from Britain and other European countries.

The speaker admitted that this was the cheapest way of getting trained manpower but believed we should be "on a very shaky foundation" if we continued to depend on this source of supply. He pointed out that the demand for this type of manpower was almost universal, and that the Western European nations were beginning to oppose the drawing-off of their professional and technical workers by employers in other countries.

Besides this, he said that the marked improvement in conditions in the European countries lessened the incentive for trained people to emigrate.

"Although training our own requirements in our own schools is the most expensive way, it provides a firm foundation on which to build, and offers the greatest opportunities to our young people," Mr. Deeks said.

## **Two New UIC Offices Open in Newfoundland**

Unemployment Insurance Commission local offices have been opened in Bonavista and Grand Bank, Newfoundland. An insurance official will be stationed in each office to provide service to local claimants.

The decision to open the new offices was taken after an extensive survey and as a result of a number of representations by local organizations and groups in the area.

The extension of unemployment insurance coverage to fishermen, which becomes effective January 1, was also an important factor in extending the service given by the St. John's local office.

The offices will be located in the Federal buildings in the two centres.

## **N.Y. Seeks to End Bias Against Older Workers**

New York state's employers have been asked to pledge that they will cease discrimination in the hiring of older workers. Pledge cards have been sent to the state's 300,000 employers, Governor Averell Harriman recently announced.

A letter from the Governor and a booklet stressing the value of workers 45 years of age or over accompanied each card. In the letter, Governor Harriman pointed out that in the first half of this century the number in the 45-and-over group had doubled and that in the 65-and-over group had quadrupled.

The Governor also announced that he will seek funds next year to hire 16 job counsellors to work exclusively on the placement of older workers.

## ***Railway Signalmen Join Legislative Committee***

The National Legislative Committee, International Railway Brotherhoods, last month was enlarged to include the Brotherhood of Railway Signalmen of America, it was announced by Committee Secretary H. E. Campbell.

The Signalmen's representative on the Committee will be H. A. Stockdale of Montreal, the Brotherhood's Canadian representative.

The National Legislative Committee is a voluntary association established to further the legislative interests of railway workers. Other unions included on the Committee are: Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, Order of Railway Conductors and Brakemen, Brotherhood of Railroad Trainmen, Division No. 4, Railway Employees' Department of the AFL-CIO, Brotherhood of Maintenance of Way Employees, and Order of Railroad Telegraphers.

## ***To Vote on Merger of Postal Workers Unions***

The holding of referendum on a proposal to dissolve the three postal workers' organizations comprising the Postal Workers Brotherhood of Canada and form a single new organization was decided on at an executive meeting of the PWB held in Windsor last month.

If the result of the referendum is favourable to the proposal, the new organization will be called the United Postal Workers of Canada. The present organizations—the Canadian Postal Employees' Association, the Federated Association of Letter Carriers, and the Canadian Railway Mail Clerks' Federation—have a combined membership of close to 15,000. All are CLC affiliates.

An affirmative vote would mean the early calling of a combined founding convention.

## ***Alliance of Independent Canadian Unions Founded***

A new organization called the Alliance of Independent Unions and Associations of Canada has recently been founded by Charles R. Ellis, a CPR engineer who is a member of both the Canadian Association of Railwaymen and the Brotherhood of Locomotive Engineers.

Mr. Ellis, who has been elected President of the new body, says that it was formed to combat United States domination of Canadian unions by uniting scattered labour groups across Canada into one organization.

The plans for the alliance were made and the election of a board of directors conducted at a meeting in Toronto at the end of September of 15 representatives of four independent Canadian unions.

### ***Support from 48 Unions***

"We hope to provide big union services for small unions and save them money," Mr. Ellis says. The Alliance, he states, has already received support from 48 unions with a total membership of 37,000. It is said that there are 658 independent unions in Canada, with a total membership of 1,500,000, which are capable of becoming members of the organization.

Mr. Ellis says that the Alliance hopes to provide for small unions the education, research and legal aid they now lack. It has been decided that the new organization will not be a governing body, but will remain outside the constitutions of existing unions.

One of the first acts of the Alliance was to forward a resolution to the federal Ministers of Immigration and Labour asking that the names of all trade union officials who are under investigation in the United States be obtained from the U.S. authorities, and that they be forbidden entry into Canada.

"We feel that such persons, detrimental to the peace of mind of our people and a danger to the stability of our country... are not under the jurisdiction of the laws of this country and are undesirable until exonerated," the resolution said in part.

## ***Fishery Workers Unions In Maritimes Merge***

The four directly chartered locals of the Canadian Labour Congress that went under the name, United Fishery Workers of Canada, have merged with the Canadian Fish Handlers' Union, a CLC affiliate, to form the Canadian Seafood Workers' Union.

The Fish Handlers' Union had a membership of 1,200 and the four Fishery Workers' locals, 800, all in the Maritimes.

Roy J. Keefe, who had been President of the Fish Handlers, was elected President of the merged organization. Elected Secretary-Treasurer was Derrell Oickle, who had occupied the same position in the Fish Handlers' Union.

James Sherman was elected First Vice President, and six regional Vice Presidents named were: Mrs. Ella Oates, Mike MacGillivray, Vincent Landry, Warren Joudry, Errol Williams and Mrs. Hattie Purcell.

At the merger convention, resolutions were passed urging:

—Establishment of a Canadian coast guard.

—Placing of a 12-mile limit on foreign trawlers fishing in Canadian coastal waters.

—Action by the federal Government to reduce the premium on the Canadian dollar over the United States dollar.

—Action by the Nova Scotia Government in ratifying the federal health insurance scheme.

—Enactment of provincial legislation providing for two weeks annual vacation with pay after one year's service.

—Establishment by the federal Government of an industrial pension plan in line with the principle of the unemployment insurance scheme.

—Bringing of the fishing industry within the Workmen's Compensation Act.

### **Teamsters Elect Hoffa, Suspended by AFL-CIO**

On October 24, following a meeting in Washington, the Executive Council of the AFL-CIO announced that the International Brotherhood of Teamsters had been suspended from the Federation until its president-elect, James Riddle Hoffa, and other allegedly corrupt officials are ousted from the 1,500,000-member union.

At a meeting September 24, the Council had given the Teamsters—and two other unions—30 days in which to clean up corruption (L.G., Oct., p. 1169).

The suspension was announced by AFL-CIO President George Meany. The vote for suspension was 25 to 4. Asked whether the Teamsters had done anything to correct the allegedly corrupt conditions detailed by the AFL-CIO and the Senate Rackets Investigation Committee, Mr. Meany replied: "No."

The Teamsters were ousted from the AFL-CIO on the 20th day following the election to the presidency—at the union's annual convention in Miami Beach—of James Hoffa. Some 1,700 delegates attended the meeting, including a delegation from locals across Canada.

#### **Other Candidates**

Competing with James Hoffa for the presidency were: William A. Lee, of Chicago, Seventh Vice President of the union, and Thomas J. Haggerty, of Chicago, Secretary-Treasurer of Local 753, Milk Wagon Drivers' union. The votes were divided as follows: Hoffa, 1,208; Lee, 313; Haggerty, 140. The Canadian delegation gave 20 votes to Hoffa, 11 to Lee, none to Haggerty.

For a time it had appeared that the election would not take place. A petition for an injunction brought by 13 New York members of the union who charged that the

election had been "rigged" to ensure Hoffa's victory was denied by U.S. Chief Justice Warren, who said to prohibit the election "would indeed be drastic action".

On October 23, an injunction was signed by Federal District Judge F. Dickinson Letts, preventing James Hoffa from taking over as President. On November 4, the U.S. Court of Appeals upheld the injunction.

In the voting for other positions, John F. English was returned as Secretary-Treasurer and the following were elected Vice Presidents: Harold D. Gibbons, John J. Conlin, Gordon Conglin, John T. O'Brien, Joseph J. Diviny, Einar O. Mohn, Harry Tevis, John J. O'Rourke, Owen Bert Brennan, Thomas E. Flynn, John B. Bachus and Murray W. Miller.

At its October 24 meeting, the AFL-CIO Executive Council extended for the other two unions charged with corruption the time they had been given to clean up. The United Textile Workers of America and the Bakery and Confectionery Workers' International Union were given until November 15 to rid themselves of corrupt officials or be suspended. The UTWA was ordered to agree to fire its president, Anthony Valente, and the Bakery Workers to agree to fire their president, James G. Cross; both unions were ordered to agree before November 15 to hold special conventions at a later date to give their members a chance to elect new slates of officers.

At the same meeting, the Council ruled that the Allied Industrial Workers, under a one-year term of probation, had cleaned itself of corruption sufficiently to return to good standing in the AFL-CIO.

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Suspension of the International Brotherhood of Teamsters by the AFL-CIO has no automatic effect on the relationship between that union and the Canadian Labour Congress, Gordon Cushing, Executive Vice President of the CLC, said.

"We see no reason why the Canadian membership of the union should be penalized for something that is happening in the United States," Mr. Cushing said. "If there was the slightest indication of improper practices on the part of any of the Canadian ranking officers of the union then we would very definitely be concerned; but there have been no such suggestions."

The International Brotherhood of Teamsters has some 33,000 members in Canada.

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## **Plant Closes, Workers To Get SUB for Year**

When the United States Steel Corporation shut down its zinc works at Donora, Pa., at the beginning of this month, most of the 460 steelworkers employed there were eligible to receive \$1,800 in supplementary unemployment benefit, in addition to \$1,000 in state unemployment compensation, the United Steelworkers estimated. In all, \$1,000,000 was due to be paid out in benefits.

This group is the first to receive a large payment under the SUB provisions of contracts signed by the basic steel concerns in the United States and the United Steelworkers in August 1956 after a 34-day nation-wide strike. These contracts, the benefits program of which became effective on September 1 of this year, require the companies to pay a sum which, together with state unemployment benefit, will give laid-off workers up to 65 per cent of their take-home pay for 52 weeks.

This year of unemployment benefits for many of the workers has the added importance that, since that year is counted as service under the pension plan, it will make the difference between a pension and no pension. The minimum length of service required to qualify for a pension is 15 years.

Union officials expressed appreciation of the action of the Corporation in setting a shutdown date which would give maximum benefits to the employees affected.

Of the workers at Donora, 28 between the ages of 58 and 59 can draw unemployment benefits for a year and then claim a partial pension at 60 years of age. There are 62 others in the 60-64 age group, and they will receive unemployment benefits for a year and then begin to draw pensions. Some are qualified for full pensions that become effective at age 65; and eight of the workers who were already over 65 could choose between taking full pension immediately, or drawing benefits for a year and then going on pension.

A clause in the contract provides that a worker with 15 years of seniority can claim a vested pension at the age of 40, which the company will begin paying when he is 65, regardless of where he is employed. According to the union, there were 36 workers between 38 and 39 who would be able to take a year's supplemental unemployment pay and then, on reaching 40, claim the vested pension. Other employees who had already passed 40 but who needed a year to complete their minimum of 15 years' service, will be able to gain it under the SUB program.

For the first time since the SUB program came into effect the union was to send its staff men to the Donora works, which have been closed because their equipment was obsolete, to interview each worker and advise him as to the most advantageous way of taking his benefits.

## **OFL Planning to Study Accident Prevention**

The Ontario Federation of Labour is setting up a committee to study all aspects of industrial accidents and accident prevention in the province of Ontario.

Murray Cotterill, Director of Public Relations, United Steelworkers of America (CLC), will head the five-man committee that will make the inquiry. Other members have not yet been named.

The investigation will be similar to a study made by the OFL last year into the Ontario Labour Relations Act. Public hearings will be held throughout the province, and briefs will be requested from Labour, Management and other interested parties.

The committee will be the first to probe the Workmen's Compensation Act since Mr. Justice Roach handed down his report on the Act in 1950.

## **New CLC Council Formed, Another Revamped**

A new CLC central labour council has recently been organized and a former TLC council has changed its name and amended its constitution to conform to the terms of merger between the TLC and CCL.

The new council is the Parry Sound-Muskoka District Labour Council, comprising seven affiliates.

The Council that changed its name is the former Fredericton Trades and Labour Council, which will now be known as the Fredericton Labour Council (CLC).

## **Earnings, Hours Bulletin Ready for Distribution**

The Dominion Bureau of Statistics now has ready for distribution a bulletin giving separate statistics of earnings and hours of men and women, and of salaried employees and wage-earners, in manufacturing in the last week of October 1956.

The report, the latest in a series established in 1946, provides weekly averages of earnings and hours, by sex, for the two categories of workers, with hourly earnings of wage-earners for numerous industries in Canada, and general figures for the provinces and the five largest metropolitan areas.

Subscriptions to the bulletin, No. 8003-507, priced at 25 cents, should be directed to the Information Services Division, Dominion Bureau of Statistics, or to the Queen's Printer, Ottawa, Canada.

### **CCCL's First President Is Dead at 85 Years**

The founding President of the Canadian and Catholic Confederation of Labour, Pierre Beaulé, passed away at Quebec on October 8 at the age of 85.

His death occurred a few weeks after that of the first General Chaplain of the CCCL, Rev. Maxime Fortin.

Mr. Beaulé, a shoemaker-machinist by trade, was elected President of the CCCL at the founding convention at Hull in 1921, and held this position until his retirement from the labour movement in 1933. He then served for some 15 years with the provincial Government.

On four occasions he was appointed technical adviser for the federal Government at the International Labour Organization Conferences in Geneva.

In 1920 he was made a Knight of the Order of St. Gregory the Great.

### **Four Labour Leaders Die Recently in Canada, U.S.**

Four well-known leaders in the Canadian and United States trade union movement have died recently. They are:

Clarence E. Herrett, of Vancouver, Canadian Vice President of the Barbers International Union, who died October 7; Ken Cassell, of Cobourg, President of the Cobourg and District Labour Council, who died September 21; Earl W. Jimerson, East St. Louis, Ill., President of the Amalgamated Meat Cutters and Butcher Workmen, and former Vice President of the union for 29 years, who died early last month; and Israel Horowitz, New York, a Vice President of the International Ladies' Garment Workers' Union, who died October 13.

Mr. Herrett, Secretary of Local 120 of the Barbers' Union, Vancouver, was a pioneer unionist, having joined his union in 1906. He was a native of Springhill, N.S.

Mr. Cassell was an active labour leader in Cobourg, Port Hope and the surrounding area, and served as Secretary of Local 4115, United Steelworkers of America (CLC).

Mr. Horowitz, who was Polish-born, became a resident of the United States in 1900, the year ILGWU was formed. He was manager of the union's Eastern out-of-town department, which acts for garment workers in Connecticut, Long Island, upstate New York and New Jersey.

### **Two Unions Seeking Shorter Work-Week**

A 30-hour work-week will be sought by the United Packinghouse Workers in negotiations for new contracts on the expiry of the present ones. The International Union of Electrical, Radio and Machine Workers will seek a 36-hour week.

Decision to make a shorter week one of the main goals in future negotiations was adopted in recent policy-making conferences. The Packinghouse Workers called the 30-hour week "a real and present necessity" and asserted that increasing mechanization and automation have made the 40-hour week "economically obsolete". The union will also press for a severance pay fund to be financed by company royalties based on production.

The IUE regards the shorter work week as an integral part of its aim for security in regard to income, job, and union. In order to obtain income security the union intends to aim at better living cost adjustments, improved incentive plans and broader insurance benefits. It will also seek to ensure 52 pay cheques a year by means of the establishment of guaranteed wage and supplementary unemployment benefit plans providing adequate income during layoffs. About 100,000 jobs have been lost in electrical manufacturing as a result of automation and other technological advances, and the union points to this as evidence of the need for protection against layoff and permanent job displacement.

Company-wide seniority, instead of plant seniority, with allowances to cover moving costs to enable workers to take advantage of such seniority, is another important objective of the union.

### **Non-Ops Will Demand "Substantial" Increase**

"Substantial" wage increases will be sought by non-operating employees of Canada's railroads when they seek a new contract to replace the present one that expires December 31.

Other items to be sought include improved vacations, an extra statutory holiday—which would give them eight—a one-year instead of a two-year contract, and a review of the contributory health and welfare plan that went into effect January 1.

The 14 unions involved represent some 140,000 employees. They negotiate through a single committee under the chairmanship of Frank Hall of the Brotherhood of Railway Clerks.

## **CLC Committee to Guide Civil Service Organizing**

The Canadian Labour Congress last month established a committee on organization of provincial government employees, and, together with the Co-operative Union of Canada, set up a joint committee to advance the interests of both organizations.

The organization committee will consist of two representatives, not yet named, from each of the five provincial civil service organizations affiliated with the CLC; the three executive officers of the Congress, President Claude Jodoin, Executive Vice President Gordon Cushing and Secretary-Treasurer Donald MacDonald; and the Director of the CLC Government Employees Department, Andy Andras.

The committee will meet periodically to co-ordinate organizational activities of the five provincial groups, those in British Columbia, Alberta, Saskatchewan, New Brunswick and Newfoundland.

CLC-appointed members of the joint committee that will work for co-operation between the members of the Congress and those of the Co-operative Union are: CLC Secretary-Treasurer MacDonald; CLC Director of Education Max Swerdlow; Fred Dowling, Canadian Director of the United Packinghouse Workers; W. J. Smith, President of the Canadian Brotherhood of Railway Employees; Larry Sefton, Director, District 6, United Steelworkers; and André Plante, President, Provincial Federation of Quebec Fire Fighters.

The committee has issued a statement outlining Labour's attitude towards co-operatives and the Co-operative Union's

attitude towards organized labour. Among other things, the CLC undertook to promote the use of credit unions by trade union members and the Co-operative Union to pay union wage scales and provide union working conditions to employees of co-operatives.

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## **Elections, Appointments That Will Interest Labour**

Recent elections and appointments of interest to Labour were:

George R. Petty, Jr., Silver Springs, Md., elected President of the Flight Engineers International Association.

Abbe Gerard Dion appointed Director of the Department of Industrial Relations of Laval University, in succession to Gérard Tremblay, Quebec Deputy Minister of Labour, who resigned in September last year.

R. E. Anderson, Deputy Minister of Labour for Nova Scotia, elected to the executive board of the International Association of Governmental Labor Officials. He is the only Canadian on the board.

J. Harold Brown appointed as a new staff member of the Canadian Construction Association. He will be acting as a general assistant to the General Manager.

William Sanders re-elected as President of the Toronto Firefighters' Association.

Raoul Jean Grenier appointed Regional Director in Montreal for the federal Department of Labour. Mr. Grenier was previously chief classification officer with the Civil Service Commission.

O. Howard Leicester appointed Regional Director for the Department in Edmonton.

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## **Proceedings of Parliament of Labour Interest**

### **Speech from the Throne**

**October 14, 1957**

Her Majesty Queen Elizabeth II read the speech from the throne outlining the following proposed legislation of particular interest to Labour; better federal-provincial fiscal arrangements; increased old age security pensions, with shorter residence in Canada necessary to obtain them; greater assistance to blind and disabled persons; higher pensions to more veterans; more

assistance to farmers; more extensive development of the Atlantic provinces; annual vacations with pay for those in industry; changes in taxing statutes.

### **Royal Commission**

**October 15**

Gordon Cushing, Executive Vice President of the Canadian Labour Congress, was appointed to a Royal Commission that will inquire into and make recommendations



concerning a number of matters relating to energy and sources of energy that fall within the jurisdiction of Parliament, Prime Minister Diefenbaker announced.

### **Health Insurance**

**October 15**

Hon. Paul Martin, Essex East, asked if omission from the throne speech of health insurance plans meant that this project has been dropped. Prime Minister Diefenbaker replied: "No".

### **Pensions for Railwaymen**

**October 15**

Henry Murphy, Westmorland, asked if the Government was considering increasing pensions of retired employees of the CNR. Hon. George H. Hees, Minister of Transport, replied that matters of that kind are always of great interest to the Government, and whenever the Government has any information regarding the matter to give to the House it will be done in the proper form and in the proper manner.

### **Civil Service Pensions**

**October 15**

Rev. Daniel McIvor, Fort William, asked if consideration would be given at this session to raising pensions of retired civil servants. Finance Minister Donald Fleming responded that the matter was under consideration.

### **\$150 Million for Housing**

**October 15**

Finance Minister Fleming noted that the Government had made available for housing mortgages \$150,000,000, when he was asked by Colin Cameron, Nanaimo, if the Government intended to make any change in the tight-money policy instituted by the previous Government.

### **Bill of Human Rights**

**October 15**

The Justice Department is giving serious consideration to the problems involved in a bill of human rights for Canada, the Prime Minister told the House after he was asked what was being done on the matter by Alistair Stewart, Winnipeg North.

### **Vacations with Pay**

**October 16**

Bill to provide for annual vacations with pay for employees introduced by Stanley Knowles, Winnipeg North Centre and given first reading.

### **Paid Statutory Holidays**

**October 16**

First reading given bill designed to give employees under federal jurisdiction eight paid statutory holidays per annum without having to do work for it, and provide overtime pay for any of such persons who must work on such statutory holidays. The bill was introduced by Stanley Knowles, Winnipeg North Centre.

### **Minimum Wage Rate**

**October 16**

A bill to establish a minimum rate of wages for employees in Canada who come under federal labour jurisdiction introduced by Stanley Knowles, Winnipeg North Centre, and given first reading. The bill provides that the minimum rate will be \$1 per hour, and also provides that employees whose rate of wage is higher than the minimum established by the bill shall not be affected.

### **Check-off of Union Dues**

**October 16**

Stanley Knowles, Winnipeg North Centre, introduced a bill seeking amendment to the Industrial Relations and Disputes Investigation Act. The bill would add a new subsection 3 to section 6 of the Act, sometimes known as the national labour code, and would provide for the voluntary revocable check-off of trade union dues. The bill was given first reading.

### **Unemployment Situation**

**October 16**

Erhart Regier, Burnaby-Coquitlam, asked the Minister of Labour, Hon. Michael Starr, if the Government is aware of the rapidly growing unemployment problem, and what it plans to do about it. Mr. Starr replied:

We have stepped up our winter program to take care of winter unemployment. We have also advised our National Employment Service offices to step up their tempo in obtaining jobs for people as soon as they become unemployed. I might say also, on behalf of the Government, that we have curtailed for the balance of the year the influx of immigrants which swelled our total labour population. In addition we have channelled \$150,000,000 into our economy for the construction of houses.

### **New Brunswick Unemployed**

**October 16**

Hon. Michael Starr, Minister of Labour, replying to a question asked October 15 in the House, advised that: On October 10,

1957, there were 11,201 persons registered for employment in New Brunswick, compared with 6,571 on October 11—the comparable day—in 1956, an increase of 4,630.

### **Unemployment Insurance Act**

**October 18**

The Unemployment Insurance Act will not be amended at this session of Parliament to make benefits available to farm help, Labour Minister Michael Starr told the House in reply to a question by Rodolphe Leduc, Gatineau.

### **National Housing Act**

**October 21**

The Government does not plan legislation this session, through an amendment to the National Housing Act, that would provide loans with low down payments to the prospective home owners in Canada who now earn incomes below the \$4,000 figure, Public Works Minister Hon. Howard C. Green said in replying to a question by Claude Ellis, Regina City.

### **Colombo Plan Contribution**

**October 22**

Subject to the approval of Parliament, Canada will contribute \$35 million to the Colombo Plan in 1958, Prime Minister Diefenbaker told the House. For some years now the Canadian contribution has been \$26.4 million, but in order to meet additional expenditures in connection with the Warsak project in Pakistan and the Canada-India reactor, the amount was supplemented this year and last by a further \$8 million. It has now been decided to do away with the idea of a basic contribution to which other amounts are added. That is why Parliament is being asked to give authority to provide that the total vote for Canada's regular Colombo Plan program be \$35 million for next year.

### **Old Age Security Act**

**October 23**

Hon. J. W. Monteith, Minister of National Health and Welfare, placed before the House a resolution that would amend the Old Age Security Act to increase the amount of monthly pension payable under the Act to \$55 per month, and reduce residence requirements for pension requirements from 20 years to 10 years, and increase allowable temporary absences of pensioners from Canada from three to six months.

### **Old Age Assistance Act**

**October 23**

The Minister of National Health and Welfare introduced to the House a resolution that would allow persons receiving old age pensions to receive as income an additional \$120 per year if single, \$240 per year if married, assistance included.

### **Blind Persons Act**

**October 23**

To improve the lot of blind persons in Canada, the Minister of Health and Welfare placed the following resolution before the House:

That it is expedient to introduce a measure to amend the Blind Persons Act to increase to fifty-five dollars per month the maximum amount of allowance in respect of which payments may be made to the provinces under the provisions of that Act, and to increase the total amount of allowable income, inclusive of allowance, by one hundred and twenty dollars a year in the case of an unmarried person and two hundred and forty dollars a year in the case of a married person.

A similar amendment was proposed for the Disabled Persons Act.

### **Unemployed in Montreal**

**October 23**

Replying to a question asked in the House on October 18, the Minister of Labour, Hon. Michael Starr, advised that there were, on October 4, 1956, in Montreal, 15,764 persons registered for employment, while on October 3, 1957, the number was 25,618.

# Skilled Manpower in the Electronics, Electrical, Heavy Machinery Industries

Second report in Department's research program on training of skilled manpower, just published, deals with sources, shortages and training of industries' skilled manpower, quotes suggested solutions to problem

The second report\* on the Department's research program on the Training of Skilled Manpower deals with technological changes and skilled manpower in the electrical and electronics, and the heavy machinery, industries. The report, recently published, is based on field work undertaken by Prof. William Bruce of McGill University and Prof. W. G. McIntosh of the University of Toronto.

Major conclusions of the study are:

—The need for skilled and technical manpower in Canada, the supply of which has been deficient during the past 12 years, will probably continue to grow rapidly. Increasing supplies of such manpower are essential to the continued development of our industries and resources.

—Immigration, which has been and still is an important source of supply of such

workers, may in future become less important in comparison with increasing needs.

—Although informal in-plant training has in the past provided a considerable percentage of Canada's skilled labour, it seems unlikely to be effective in producing the higher types of skill which require more formal education, and the demand for which seems likely to increase in the future.

"The problem of training adequate supplies of qualified manpower in Canada in the future therefore requires thorough consideration," the report says. "The present broad study, it is hoped, will help to provide reliable information to assist management, labour, government bodies, educational agencies, and public generally, in reviewing and assessing the policies and actions which might best be taken in this important field."

## Electrical and Electronics Industry

Growth in the electrical and electronics industry, which is closely related to scientific and technological progress, has been rapid in the past and will probably continue to be so in the future, the report states.

During the period 1937-1955 the physical volume of production in the industry increased fourfold, while that of manufacturing industry generally in Canada expanded only about two and a half times. Between 1947 and 1955 the growth in volume was about two thirds, compared with little more than one third for Canadian manufacturing as a whole.

Employment increased between 1947 and 1955 by 44 per cent in the electrical apparatus and supplies group, and by only 14 per cent in total manufacturing.

Some of the officials interviewed predicted that the output of the industry would double in the next 10 years.

The increasing complexity of the products of this industry, the report says, means a greater demand for highly qualified engineers, engineering assistants and draftsmen.

For all these workers educational requirements are increasing. "Theoretical training is more important in this industry than in some others, because of the nature of the product. The operation of an electrical circuit cannot be seen with the naked eye, but can be understood only by means of theory."

The chief effect of automation on this industry is likely to be an increased demand for the products of the industry rather than its application to the industry itself, according to some of the officials interviewed.

The importance of research is increasing in Canada, and its further development will depend upon the availability of an adequate supply of qualified scientists, engineers and technicians.

It was suggested by some of those interviewed that the number of engineers required in Canada might double in the next 10 years. The absolute number of new engineers required in the next 10 years, to maintain such a rate of increase, would be double the absolute number added in the past decade. The demand for unskilled and semi-skilled workers seems likely to become relatively less. However, it does not seem likely that... (it) will decline absolutely, if the demand for the products of the industry continues to expand as at present expected.

\*For a summary of the first progress report see L.G., Aug., p. 940.



## Current Sources of Skilled Manpower

The study deals with engineers, technicians, and skilled tradesmen. The chief sources from which industry obtains these three types of workers are as follows:

(a) *Professional Engineers* are usually either graduates of Canadian universities, or immigrants who have had a university education in the countries from which they come. However, a certain number of men who lack university degrees, but who have exceptional ability, work up to the status of professional engineer through the technician class, by passing written examinations set by the professional engineers' associations of the various provinces.

(b) *Technicians*. This group is ill defined and the term covers a variety of jobs. "In general, a 'technician' might be defined as a person who, while not professionally qualified, is capable of filling a non-professional job which requires more formal education and more theoretical knowledge than is required of the ordinary skilled tradesman," the report says.

Employers generally get their technicians by hiring the best educated and best qualified people they can get and giving them the necessary training in the plant. Prospective technicians are obtained from technical institutes of the type of the Ryerson Institute, from among those who have taken technical courses in secondary schools or who have been trained in the armed forces, and from among immigrants, some of whom have been highly trained in Europe.

(c) *Skilled tradesmen* usually require less formal education and less technical knowledge than a technician; they are developed through apprenticeship or in-plant training. Immigrants are also an important source of skilled tradesmen. Skilled tradesmen sometimes become technicians or engineers but are often prevented from doing so by lack of formal education.

## Current Shortages of Skilled Manpower

(a) *Engineers*. Some firms consider that the shortage of engineers is not serious, others consider that it is significant, while still other employers say that it is the most serious of present manpower shortages. The shortage of engineers, the report says, is often said to be intensified by the employment of engineers in non-engineering jobs.

(b) *Technicians*. "Nearly all firms report a shortage of technicians, and a few may consider this more serious than the shortage of engineers." Nearly all firms are on the look-out for more graduates of post-

secondary technical institutes. In some firms most of the recently hired technicians have been immigrants.

In many cases the number of technicians employed has increased since 1950 by a considerably larger percentage than the number of engineers, and in many cases employment forecasts for the next 10 years show a greater percentage increase in technicians than in engineers. Some firms employed practically no technicians six years ago. Many now state that they would like to employ three or four technicians for each engineer.

The recent apparent rapid increase in technicians may be due in part to more accurate classification of jobs.

(c) *Skilled tradesmen*. "While some firms forecast considerable increases in employment in some skilled trades, and one or two state that standards of skill are rising, none complain of a really severe shortage of skilled tradesmen at present." However, in some firms in the electronics industry the demand for skilled tradesmen is not as large as in some other industries.

## Training in Industry

"As a general rule a firm does not seem inclined to go to the expense of training personnel as long as it can satisfy its requirements by other methods. Training in industry results from necessity," the report states. Nevertheless, because of technological developments and shortages of experienced personnel, the industry is becoming increasingly aware of the importance of training, and a great variety of training is provided by many firms for all grades of manpower.

(a) *Engineers*. By the larger companies, at least, courses covering design, manufacturing, marketing, and other subjects are given to graduates in engineering during their first year of employment. Short courses on new types of equipment and new developments are also given from time to time.

(b) *Technicians*. Owing to the lack of other methods of training adequate numbers of technicians in Canada, extensive training is given in industry.

The highest grade of technicians are those who begin by graduating from a technical institute, who have had some university training, or who have been trained thoroughly in Europe. Persons who have attained senior matriculation standard usually have to serve a four-year apprenticeship in the plant, or a long period of training on the job before they can become technicians.

(c) *Skilled tradesmen*. Skilled tradesmen are usually drawn from those who have less education than the two aforementioned

classes, and usually obtain their training by apprenticeship or some equivalent kind of training in a plant, possibly supplemented by night classes or some other kind of formal teaching.

### Suggestions from Firms

Some suggestions from firms regarding public educational institutions and other topics were:

—Greater federal aid to higher education, and year-round operation of the universities, perhaps in two shifts of six months each.

## Heavy Machinery Industry

The heavy machinery industry has grown rapidly since 1939. Fluctuations in employment, however, are likely to be wider than in the economy as a whole. Between 1939 and 1943, as a result of wartime demand, employment more than doubled. The wartime peak, however, was exceeded in 1947; and from 1951 to 1956 employment has averaged about 20 per cent higher than the 1943 figure.

The future growth of the industry depends on the demand for industrial machinery due to replacements and on the growth of production in the economy. Technological progress seems likely to provide additional stimulus to the growth of the industry.

"It seems probable that the growth of the heavy machinery industry in future might be more rapid than the growth of Canadian industry in general," the report states.

As in the electronics industry, design is absorbing more effort. Research, inspection and scientific quality control are also making greater demands on manpower, and the laboratory is becoming more important.

The types of employees dealt with in the report are: the engineer or scientist, the technician, the draftsman, the skilled tradesman, the semiskilled worker, and the unskilled worker. Most of what has been said about the supply and training of the three types studied in the electrical industry applies also to the heavy machinery industry.

Of immigrants as a source of manpower, the report says:

Immigration has been an important source of skilled and professional manpower during the last decade, and especially since 1951. Different firms appear to differ greatly in the extent of their reliance on immigration as a source of manpower... Immigrants in some cases have received more thorough training as technicians, draftsmen, or skilled tradesmen than is generally available in Canada. Men holding the Higher National Certificate from the United Kingdom are especially highly regarded... Immigrants are of course more mobile than natives, and the commonest complaint about skilled or

—Broader training for graduates in engineering, greater emphasis on written and oral expression, and more advanced courses in mathematics and the sciences as applicable to all engineering fields rather than to one speciality.

The most widely advocated proposal was the establishment of more higher technical institutes. A few favoured the establishment of a National Certificate for technicians, or some equivalent system, similar to that of the United Kingdom.

professional immigrant workers is that they often use Canada as a bridge to the United States.

The report says that the combination of skills required in a draftsman is found more often in draftsmen with European training than in Canadians. However, some top-level draftsmen are produced by graduation from the higher technical schools, plus some in-plant training.

"The more ordinary grade of draftsman is a person with some high school or vocational school education who has received his practical training in the plant."

"The shortage of draftsmen seemed to be very prevalent, especially of draftsmen with the highest qualifications."

Shortages of skilled tradesmen were mentioned in the heavy machinery industry more often than in the electrical industry, the report says.

Suggestions from firms regarding public educational institutions and other topics included the following:

—A few management representatives suggested that engineering students should receive more training in industrial management.

—Several of those interviewed compared Canada's training methods unfavourably with those in the U.K. and Europe. Some said that Canada needs a type of training similar to that which in the U.K. leads to the Higher National Certificate.

—A considerable number favoured the establishment in Canada of more schools of the type of the Ryerson Institute.

—Canadian apprenticeship systems were criticized. Unsatisfactory fitting together of in-plant and school courses, and the lack of technical schools close to industrial plants, were complained of.

Copies of the report, *Technological Changes and Skilled Manpower: Electrical and Electronics Industry and Heavy Machinery Industry*, may be obtained from the Economics and Research Branch, Department of Labour.

# Vocational Training for Girls and Women

Director of Department's Women's Bureau tells Canadian Vocational Training Advisory Council that need for vocational training for women is urgent, outlines problems involved and suggests action to be taken

*The following is the complete text of an address by Miss Marion V. Royce, Director of the Women's Bureau, Department of Labour, to the 25th meeting of the Canadian Vocational Training Advisory Council in Ottawa September 24.*

This subject, Vocational Training for Girls and Women, is an urgent one and not less difficult than urgent. I shall attempt first to explain why I feel it to be urgent, then to discuss some of the problems involved and the difficulties to be overcome, and finally to suggest for your consideration some lines of action.

## Urgency

Within the past few decades women have become a significant element in the labour force of Canada. At the present time they—rather I should say “we”—make up slightly more than one quarter of the total labour force, and about the same proportion of all girls and women 14 years of age and over belong to this group of working women. It is, of course, the ready availability of jobs that accounts for the number of women that are employed, but in our dynamic economy, even though there may be fluctuations in employment opportunities, it safely may be assumed, I think, that women have come to stay as a substantial group within the labour force. Their position in the labour force, however, is closely bound up with their vocational qualifications, and if their potential is to be utilized the quality of their education and training must have continuing careful consideration.

In attempting to define needed emphases in vocational training for girls and women it is helpful to note the recent changes in the age and marital status of women workers and also the trends of their occupational distribution.

Comparing the present age structure of the female labour force with that of ten or fifteen years ago we find some striking changes:

1. There is a marked increase in the number of older women who are employed or looking for work. At present almost one quarter of the women in the labour force are 45 years of age and over; these represent 17 per cent of all women in this age group (22.8 per cent of those between 45 and 64, and 4.7 per cent of those who are

65 years of age and over). In 1941 women over 45 made up 17 per cent of the labour force—only one in ten of all women of that age.

2. In contrast to this growing trend towards the gainful employment of mature women, the proportion of teen-agers in the female labour force is considerably smaller than was true in the not distant past. As recently as only ten years ago nearly 37 per cent of all teen-aged girls were in the labour force. By 1955 the proportion had dropped to 33 per cent, and since that time, except during summer holidays when many schoolgirls are employed, it has continued at that level. The fact is that larger numbers of girls are remaining longer in school before looking for jobs.

Despite many gaps in the background and training of girls in their first jobs, there is at present more widespread opportunity for educational and vocational training for girls than in the past and perhaps also an increased disposition to take advantage of such opportunities. Certainly one can say with some assurance that most girls anticipate at least some working experience as well as marriage and a home. Interest in these latter weighs heavily in their decisions, however, and except for the few who have an over-riding vocational interest, they are apt to be loath to commit themselves to long periods of training. For those who do not continue to advanced academic work the availability of jobs that require little or no skill is a ready answer.

In contradiction to the average teen-aged girl's partial commitment to a job, however, is the demonstrable fact of a revolutionary change in the pattern of gainful work in women's lives. Only a few years ago a girl's marriage brought to an end her attachment to the labour force. Now, however, it is much more apt to be the approaching birth of her first child that occasions her withdrawal. If she has no children she tends to continue in employment. Moreover, considerable numbers of mothers, not so often when their children are small as when they have become more self-sufficient, are returning to work. In June of this year 16 per cent of all married women in Canada were in gainful employment, and they comprised 40.5 per cent of all women with jobs. Add to these those who have been married but who are now



widowed, divorced or separated from their husbands, and we have more than half the employed women of the country. This means that a growing proportion of the women in the labour force are filling *two* roles. To their home and family responsibilities is added the economic activity of gainful work.

These tendencies, together with that already noted with respect to the increasing number of older women in the labour force, indicate that gainful work is growing in importance in the lives of most Canadian women and girls. Recent studies in the United States show that the work potential of a girl baby born in 1950 rose to 15.4 years as compared with 12.1 years for one born in 1940—an increase of 27 per cent. This growth in work potential was mainly due to the higher labour force participation of married women, particularly those with children. While similar figures for Canada would probably be less startling, there is firm evidence of a comparable tendency in this country.

These facts underline the need to help the teen-aged girl assess her commitment to work in light of its probable place in her life, and then encourage her to secure as broad an educational background as her capabilities permit, including some specific training.

The occupational distribution of women in the Canadian labour force is the key to existing patterns of their vocational opportunities and training. There is, for instance, a high degree of concentration in a comparatively few occupations. In 1951 almost 78 per cent of the women in the labour force were employed in 20 occupations. The largest numbers were in various types of office work: stenographers, typists, clerks, bookkeepers and cashiers. There were also proprietors and managers in the field of retail trade, telephone operators, sewing machine operators, hairdressers and manicurists, charworkers and cleaners, waitresses, laundresses, cleaners and dyers, packers and wrappers, housekeepers and cooks. Almost all of these are fields that traditionally have been or have come to be considered the special spheres of women.

A second fact to be noted is the predominance of women in unskilled occupations, which, as present employees withdraw from them, are readily filled from the reserve resources of unskilled female help.

In the third place it should be noted that some interesting occupational changes are occurring; some women, albeit a minority, have acquired new skills, and prejudices against their employment in fields formerly reserved for men have diminished.

We move cautiously, however. Amid the widespread concern of the past few years regarding the scarcity of qualified technicians very little consideration has been given to the possibility of training and employing girls and women in these fields. Despite the acknowledged fact that the woman worker is here to stay, in the words of Prof. N. M. Brown of the University of Sheffield, "Employers talk unequivocally in terms of men and boys." This attitude is reflected everywhere in the adult environment. We succumb, for instance, to a prevailing myth that girls cannot "do" mathematics and science; and except in times of emergency such as a war situation, we lapse into traditional conceptions of what constitutes suitable work for women. Despite the acknowledged fact that the woman worker is here to stay, girls are given little assurance that there are other fields for women than home-making, office work, teaching and nursing.

In the United Kingdom a similar concern regarding a shortage of technicians has led to concerted effort to inform girls and women of the wide variety of opportunities for work in industry that is available to persons qualified in scientific subjects. Mature women who have had some background studies in science are being recruited for refresher courses, and employers are being urged to revise their policies in relation to women employees and adopt "a thoughtful and unprejudiced attitude" towards them.

In Canada there are no legal barriers that prevent women and girls from availing themselves of any type of vocational training that is offered. Under the Federal-Provincial Vocational Training Agreements, as this group well knows, a considerable choice of courses is available, and in all the provincial school systems vocational education is strongly emphasized. Unfortunately, there are no statistics of enrolments and graduation on the basis of sex. In certain courses, however, girls either predominate or make up the complete enrolment. The Dominion Bureau of Statistics reports that 26 per cent of all girls in publicly supported secondary schools outside the province of Quebec, for which it does not have the figures, are in commercial courses, and in the special commercial courses offered under the various schedules of the provincial agreements the majority of the pupils are girls. In addition they probably constitute the complete enrolment in such courses as home economics, hairdressing and beauty culture, the operation of power sewing machines and training for nursing assistants. Certain fields of apprenticeship such as that for bindery workers

in the printing industry also enroll women, and there is some training on the job for most women factory workers. This latter is at a low level of skill, however; few industries admit women to courses for up-grading on the job.

In recent years more diversified training has been available to women in the armed services, especially in the Navy, where girls are being taught machine shop practice; navigation plotting, including radar theory; electrical repairs and installations; photography; radio telegraphy and telephone procedures, as well as the more usual skills of women, such as stenography, bookkeeping, and work as medical and X-ray aides. Formerly in the RCAF similar technical training geared to the needs of that service was offered to girls, and it is reported that many were highly successful in acquiring new mechanical skills. Because of high turn-over, however, expensive technical training for women has been discontinued.

### Difficulties

The fact that there are no legal barriers to prevent women and girls from participating in any type of training, especially in view of the statistical increase in the number of women working for pay, might seem to indicate that the task of their vocational training is one of acquainting them with existing occupational opportunities and enabling them to pursue training that is in line with their individual interests, aptitudes and abilities. Because of the special role of women in society, however, the question of vocational counselling and training for girls and women is more complex than for boys and men. The psychological and social factors that tend to deter women from undertaking extensive vocational training deter them also from choosing any vocation outside the traditional fields in which women have worked for centuries.

Vocational training for girls and women is costly because considerably more of them than will be employed at a particular occupation at any one time have to be prepared in order to maintain the needed supply of workers at any particular time. Employers who are obliged to expend considerable amounts of time and money on training not unnaturally frequently prefer to hire men in order to avoid the hazards of a high turn-over of women employees, and even where women are employed they are apt not to be included in plans for advanced training. The assumption that women in general are not interested in courses for up-grading works to the detriment of women who would like to take

advantage of such opportunities, however, and also may deprive the employer of competent employees.

Financial pressures, perhaps more often than is generally realized, are inhibiting in relation to adequate training for girls. The need to help out at home often leads to girls leaving school before they have had adequate vocational training, especially since it is apt to seem more important to ensure that sons rather than daughters have the advantages of education and vocational training. Parents are intimidated not only by the expense of the training itself but by the cost of maintenance, including inflated standards of teen-age spending. Often, too, those who most need financial help in the form of subsidies and bursaries do not know how to set about to secure such assistance as is available.

### Suggested Lines of Action

Because vocational training for girls is so closely bound up with social and psychological attitudes it is important that the question should be attacked on many fronts. Parents, teachers, counsellors and employers must all be made aware of the need to take a "thoughtful and unprejudiced" look at the situation.

#### Phases in a Woman's Life

In view of the increasing average length of women's participation in the labour force it is helpful to delineate the three chief phases in a woman's life after she reaches her teens and to keep these in mind in planning for their vocational preparation:

1. A period of education and training usually including some work experience and perhaps in most cases marriage also.
2. A period of child-bearing and rearing, when a woman either withdraws entirely from the labour market, works only intermittently or takes a part-time job.
3. A period after her children have grown beyond the dependent stage, when an increasing number of women are impelled to broaden their interests through either voluntary service in the community or work for which they are paid. Indeed for many the latter has become a necessity.

Recognition of some such realistic pattern of a woman's life is basic to a reasonable approach to vocational counselling and training for girls. Within such a framework the need for adequate educational background and vocational training should be stressed as firmly as possible.

Most girls will continue to be employed in the so-called women's occupations, which most of them prefer and where the largest

number of jobs are available to them. They should be made more aware of some of the newer occupations in which women predominate, such as medical laboratory work, occupational therapy and physiotherapy. The anticipated requirements of extended hospital services added to acute existing shortage of the paramedical and therapeutic fields offer very special opportunities. Nor should they be restricted to these. Some girls may be interested in other technical and scientific fields, most of which are usually reserved for men but which gradually may be opened up. With such a range before them they should have the benefit of responsible advice in the selection of courses of study and training and information also about probable opportunities of employment.

Young people who are in need of financial assistance should also be given dependable information regarding existing sources of help. In many areas of training more scholarships and bursaries should be made available to promising applicants.

To ensure effective counselling for all high school pupils I should like to see a thorough-going review and revision of our provisions for vocational guidance in all parts of Canada. At present some excellent work of this type is being done, but it is sporadic, in some places non-existent and in too many cases it is not sufficiently in step with changes in production techniques and the long-term trends of the labour market. Current reliable occupational information should be continuously available to counsellors; they should have training in psychological testing for aptitudes and interests and also be enabled to keep in touch with new technological developments and current labour demands. It is important, too, that they should be mature persons with an appreciation of the dignity and worth of each individual and of the importance of encouraging youth to become responsible workers and citizens.

From the point of view of organization and integration of services it would be efficient to ensure close continuing relationship between the National Employment Service and the schools, which in fact does exist in many cities.

### **Enrolment, Graduation Statistics**

Since all vocational courses are open to both girls and boys or men and women, steps should be taken to secure exact statistics of enrolments and graduations on the basis of sex. Even though we may continue to assume that either boys or girls will predominate in particular courses, the tabulation of enrolment by sexes will help

to dispel the idea that girls should be enrolled only in traditionally feminine courses. Also, such statistics would provide a more adequate yardstick for evaluation of the use that is being made of the vocational training facilities that are being provided by public funds.

### **Educational Background**

Girls should be encouraged to secure as broad an educational background as possible whether at high school or university level. We need to dispel the myth that they cannot "do" mathematics and science and encourage more of those who are able students to combine science and the mastering of *at least* one modern language in addition to English and French. The humanities and social sciences also should be given due consideration. Well taught, they give a girl rich resources for living, and also they are the key to "shortage occupations" such as social work, teaching and library work in which many women are employed.

For girls who are not capable of advanced academic work and who go to work at an early age there is very great need of closer supervision on the part of the educational authorities. A part-time day release system such as that which has been adopted in Britain, which would require girls who are employed to have one day a week in school up to the age of eighteen, would ensure possibilities for growth that so many lack at the present time. The curriculum provided for these girls should include job training but should also be geared to help them develop their innate talents and interests that may bear fruit in later years.

### **Rise in Standards**

Concerted effort should be made to lift the standards of service occupations in which large numbers of women are employed by establishing training requirements and licensing applicants. I think, for instance, of waitresses and food handlers of all sorts, laundry and dye workers, etc. Such action would require the co-operation of employers both in setting up suitable courses and in working out a system of licensing.

A good example of the rehabilitation of a woman's occupation has occurred in the training of nursing aides or assistants, as they are sometimes called. With the support of provincial departments of Education and Health and the collaboration of the federal departments of Health and Labour, adequate standards of training have been accepted for this type of work. These standards have the sanction of professional



nursing associations, and in most provinces there is now a register for qualified nursing assistants. This development has put the occupation on an efficient basis and has given the women who have taken the required training a sense of the dignity and worth of their chosen work.

In the case of waitresses, I am assured by so outstanding an expert in training for food services as Mrs. R. A. Denny (Director, Food Service Training Department) of the Provincial Institute of Technology and Art in Calgary that short courses of three weeks duration can be planned to train girls for restaurant work. While this may seem to offer a girl very slight advantage and perhaps to be hardly worth the attention of educational authorities, it should be recognized that even so limited a training would lend dignity to the job of the waitress and would improve standards of food handling. I should like to see a situation in which legal requirements were established to ensure that no waitress, or waiter for that matter, could be employed without this or equivalent preparation for the job.

One would like to suggest that training for home aides—domestic helpers—be included in such a program of rehabilitation of women's traditional occupations. Despite a continuing demand for household workers, however, the occupation is rated so low that with other jobs available women and girls tend to reject it, often under what seem to the onlooker to be favourable circumstances. For the present, then, an emphasis on related occupations in which jobs are also readily available holds out more hope of success in the recruiting of trainees. I think, for example, of the need for homemakers for the services that are being developed in many of our cities to enable families to secure household assistance to carry them over an emergency situation such as the hospitalization of the mother. Such services are assuming added importance because of the growing numbers of older people who need at least part-time help to maintain their households. Again, too, in anticipation of extended hospital services, more thought must be given to facilities and personnel to relieve the demand for beds in hospitals for the acutely ill. Already in British Columbia consideration is being given to the need for a homemaker service to supply needed aid for homes to which chronic or convalescent patients return.

Training for young women in the field of child care also warrants the encouragement and support of educational authorities. It is a field of work that appeals to girls,

gives them preparation for motherhood and also, with the increasing need for nursery schools and day nurseries, offers growing employment possibilities. Some work of this type is already being done. For instance, the Ryerson Institute of Technology formerly offered a two-year course in Child Management after secondary school graduation, which is reported to have been excellent in quality. I note that the course has been omitted from the syllabus for 1957-58. There has been considerable demand for shorter periods of training in the field. The Nursery Education Association of Ontario gives courses which are from six to eight weeks in duration and also some evening courses. It would appear that there is need of agreed standards of curriculum and desirable length of courses.

### **Training Mature Women**

There is urgent need for facilities for counselling and training mature women who need or desire to return to work. Many women in this situation have not worked outside their homes for many years. Some have never held a paid job and the difficulties of adjusting to new demands and to a different rhythm are often formidable. They need job counselling and training or re-training designed to build confidence as well as skills. Equally vulnerable is the woman who after many years of uninterrupted employment suddenly finds herself having to look for a new job. She, too, needs the moral support of realistic counselling and, often, also some new job training to enable her to resume work in different surroundings. Most of these women are interested in the usual range of women's occupations. Many may be able to fit into existing training courses, but for others special groups of their own contemporaries are essential.

The professional and semi-professional women's occupations, in many of which there are serious shortages, might well be encouraged to direct their recruiting and training programs to women of this group who are now in the third phase in their lives. Those who have had experience in teaching, nursing and social work—any of the traditional women's fields—with some refresher training are readily able to re-adjust to employment, and their mature experience greatly enriches their contribution to the job. Some women, however, may be interested in less traditional fields for some of which more extensive training would be necessary. In any case, provision of facilities for the vocational training of mature women has firm justification since they comprise an increasing and dependable resource of woman power.

## Conclusion

Once again, in conclusion, I should like to stress the importance of a "thoughtful and unprejudiced attitude" to women's employment and vocational training. As a significant but distinctive group within the labour force women should be enabled to make their best contribution to the economic life of the country, and this cannot

be achieved without adequate opportunity for education and vocational training at the appropriate stages in their lives. Apprehension lest the women's vocational competence be a threat to the family is, I think, not well-founded. Their education should be planned to fit them for both of their essential, historical roles: family and work.

# Canadian Labour Congress Submits Annual Memorandum to Cabinet

Large delegation attends presentation of 10,000-word document listing CLC's legislative and administrative recommendations, which included proposal for Royal Commission on methods of settling labour disputes

Accompanied by a delegation that filled the Railway Committee Room in the Parliament Buildings, the Canadian Congress last month presented its annual memorandum on legislative and administrative proposals to the Cabinet, the first time it had formally appeared before the new Government.

The views of the 1,100,000-member organization were outlined in a 10,000-word document which congratulated the new Government on several points; said such meetings with governments in the past had sometimes been disappointing; and expressed the hope that "a new start" could be made.

In its brief the CLC:

- Proposed a Royal Commission on methods of settling industrial disputes.

- Expressed anxiety over the prospect of heavy winter unemployment.

- Welcomed the Government's policy on disarmament but asked extension of economic aid, particularly in the form of farm products.

- Asked extension of unemployment insurance to groups not now covered, with increased benefits and other revisions.

- Requested a speed-up in implementing national hospital insurance and recognition of this as "the first step" in a broader health scheme.

- Congratulated the Government on making additional funds available for housing and proposed other steps to increase the availability of low-cost housing.

- Sought revision of labour legislation to fill gaps and create uniformity.

- Advocated the adoption of a Bill of Rights.

- Urged drastic revision of the Immigration Act with the appointment of a representative advisory committee and delegation of immigration matters to the Department of Labour.

- Proposed a federal-provincial conference on education.

- Asked extension of collective bargaining rights to the Civil Service.

The memorandum was read by CLC President Claude Jodoin.

Prime Minister Diefenbaker was accompanied by the following members of his Cabinet: Hon. Donald Fleming, Minister of Finance; Hon. George Hees, Minister of Transport; Hon. Léon Balcer, Solicitor General; Hon. George R. Pearkes, Minister of National Defence; Hon. Gordon Churchill, Minister of Trade and Commerce; Hon. Davie Fulton, Minister of Justice and Acting Minister of Citizenship and Immigration; Hon. George C. Nowlan, Minister of National Revenue; Hon. Douglas Harkness, Minister of Agriculture; Hon. Ellen Fairclough, Secretary of State; Hon. Michael Starr, Minister of Labour; Hon. William Hamilton, Postmaster General; Hon. Jay Waldo Monteith, Minister of National Health and Welfare; Hon. Alvin Hamilton, Minister of Northern Affairs and National Resources; Hon. Sidney Smith, Secretary of State for External Affairs; and Senator the Honourable John T. Haig.

## The CLC Brief

### The I.R. and D.I. Act

The CLC described as "a most welcome change from what we had become accustomed to" the invitation from the Minister of Labour to submit suggestions for amendments to the Industrial Relations and Disputes Investigation Act.

Proper consideration of the suggestions that will be submitted as a result of that invitation may take months, the Congress pointed out, but there were some changes that were "urgent enough, simple enough and non-controversial enough to be made at once". These were, the brief said: introduction of the voluntary revocable check-off; provision that when a business is sold, the purchaser shall be bound by the certification, collective agreement and all other proceedings that have taken place under the Act; and introduction of a section that would prevent employers from farming out to an outside employer work that is normally done by members of the bargaining unit.

Three matters of procedure or practice under the Act also need to be changed, the CLC thought. These were:

—Rule 15, "Member in Good Standing," which requires that to be considered a member of a union seeking certification a person must have paid at least one month's dues. The Congress urged that the requirement be changed to a flat sum, suggesting \$1.00, as in Ontario.

—Rescinding of the action nine years ago that removed the employees of Canadian Arsenals Limited from under the Act's provisions.

—Granting to the management of Crown corporations freedom to deal, during the ordinary processes of collective bargaining, with demands for the union shop.

It was at this point that the CLC suggested the appointment of a Royal Commission on Methods of Settling Industrial Disputes. "A carefully chosen, well-balanced Commission, made up of people with some experience in labour-management relations and some knowledge of industrial relations legislation, should be able to make notable contribution to improving our conciliation procedures and our labour-management relations generally," the Congress memorandum said.

### Economic Situation

"The economic situation is causing us some anxiety," the CLC told the Cabinet. "This winter may well see the worst unemployment since the war, perhaps as

high as 450,000 persons without jobs and seeking work, and 700,000 unplaced applicants at national employment service offices."

The brief cited figures showing that unemployment in August, even allowing for increase in the labour force, was almost 64 per cent above August 1956. Hope was expressed that additional money made available for housing, with possible tax reductions and increased social security benefits in the forthcoming budget, might help.

"Judicious relaxation in monetary policy would also help," the brief continued. While cries of "inflation" would follow such a move, the Congress hoped the Government wouldn't let that frighten it out of doing what it decides is needed.

Workers do not want inflation. They know what it does to their real wages, to their pensions, to their family allowances. They know how it swells profits at the expense of practically every other form of income. But it may be necessary to balance the risks of a mild inflation against the virtual certainty of large-scale unemployment.

Besides, there are many signs that some easing of the brakes would now be safe, would not touch off a fresh inflation.

Still on the economic situation, the CLC expressed alarm at the "drastic" fall in farm income. "Canadian Labour will fully support anything the Government can do to restore the purchasing power of Canadian farmers."

### International Affairs

The Congress recognized that Canadian workers can be prosperous, secure and free only in a world that is prosperous, secure and free, the brief declared when urging that Canada play her part in the Commonwealth, in NATO, in the Colombo Plan, and in the United Nations and its specialized agencies.

The free world must maintain its defences but, the CLC said, defence is not simply a matter of guns and plans and bombs. "It is also a matter of rooting out poverty and exploitation, especially in underdeveloped countries." Canada, "the second richest people in the world," should increase its contributions to the Colombo Plan and the U.N. technical assistance program.

The CLC suggested:

—At least \$100 million in economic aid, part of it in the form of Canadian farm produce;

—Special aid for Ghana and the West Indies, which are not in the Colombo Plan;

—Support for the creation of a U.N. Fund for World Economic Development; and



—Support for an adequate fund for refugees.

One specialized agency of the United Nations in which Canadian workers naturally have a special interest is the International Labour Organization. Canada's record of ratifications of ILO Conventions is far from impressive: 18 out of 90 (even excluding Conventions which have been superseded, or apply only to "indigenous workers" or "non-metropolitan territories").

The CLC recognized that, constitutionally, Parliament has only very limited jurisdiction in labour matters; but it was not convinced that Canada had ratified all the Conventions that are within federal jurisdiction. The Congress also suggested ratification of other Conventions not within federal jurisdiction "insofar as they apply to industries within Dominion jurisdiction".

Concluding its recommendations under the heading of international affairs, the CLC urged the Government to recognize the communist Government of China.

### **Unemployment Insurance**

Two "major defects" were cited in the Unemployment Insurance Act: too many were excluded, and there was lack of a proper relationship between earnings and benefits.

More than 800,000 wage and salary earners were still outside the Act, including some 100,000 employees of hospitals and charitable institutions. While there were technical difficulties connected with extending coverage to some workers, they did not apply to this group of 100,000.

For the two top-earning insurance categories, which comprised an increasing proportion of the total, benefit rates ran from 54 per cent downwards in relation to earnings. It was suggested a fairer ratio would be two-thirds.

The Congress expressed concern about the conditions affecting eligibility for benefit; despite amendment of the relevant section of the Act, they are still onerous, it said. It also repeated its demand for elimination of the married women's regulations.

"But elimination of the regulations alone is not enough," the CLC brief continued. The section of the Act that empowers the Commission to make such regulations must be repealed, otherwise what the Commission rescinds under one Government it could restore under another Government.

Other proposals on unemployment insurance were for:

- Elimination of the waiting period.
- Restoration of the previous 51-week maximum benefit period.
- Removal of anomalies with regard to unemployment and the connection of benefit to illness.

—Extension of the seasonal benefit period to include December.

—Modification of the section dealing with work stoppages.

—Restoration of dependency status for dependents residing outside Canada or the United States.

—Prohibition of referrals to struck plants.

### **Health Insurance**

Now that the Hospital Insurance and Diagnostic Services Act has, in effect, been endorsed by all provinces but one, and now that two provinces have full-fledged hospital insurance schemes already in operation, the Act should become operative forthwith, the CLC suggested, and there should be no delay in making federal grants to those provinces that already provide hospital services as outlined in the Act.

The CLC described the Act as "only the first step" and declared that what was required was a comprehensive scheme of national health insurance so that every Canadian citizen would have "the medical service he requires in whatever form he requires it".

### **Housing**

While congratulating both the late and present Governments for making more money available for housing, the Congress thought there were still steps that could be taken to increase the availability of low-cost housing. It suggested:

—Reduction of down payments and interest rates under the National Housing Act.

—Active encouragement of municipalities to take advantage of the subsidized low-rental provisions of the Act.

—A continued and intensified slum clearance drive.

—The provision of every possible facility for co-operative housing.

### **Labour Legislation**

"Uniform labour legislation is one of the goals of the Congress," the brief stated.

While divided jurisdiction makes uniformity difficult to obtain, several things can be done without constitutional amendment, the CLC said. "The first is to fill the gaps in Dominion labour legislation."

The Congress welcomed the announcement of a Vacations with Pay Act, hoping that it would provide two weeks after one year's service, but pointed out that there would still be no federal legislation providing for a maximum work week, minimum wages, paid statutory holidays or minimum age of employment.

Merely establishing for Dominion industries the best provincial standards would be something. It would mean a legal maximum

44-hour week, a legal minimum wage of 75 cents an hour for men and 65 cents for women, two weeks' vacation with pay after one year's service, eight paid statutory holidays, and 16 years as the minimum age of employment.

But the Dominion should not confine itself to doing as well as the best of the provinces. It should give a lead. It should, specifically, establish a legal maximum work-week of 40 hours and a legal minimum wage of \$1.00 an hour.

Other things the CLC suggested the Government could do is bring the matter of more uniform labour legislation before a conference with the provinces; declare other industries of nation-wide scope and importance to be "works for the general advantage of Canada" and so bring them within the jurisdiction of Parliament, as was done for grain elevators; pass a new Fair Wage Act providing for union wages and conditions on all government contracts; and enact legislation forbidding, in labour disputes under federal jurisdiction, the issue of *ex parte* injunctions.

### Human Rights

Passage of the Canada Fair Employment Practices Act was a "great step forward" and the officials of the Department of Labour responsible for its administration "have done an excellent job"; but there is need for a continuous program of education, the CLC declared.

Also, the Act and its administration need to be kept under "constant independent expert scrutiny". What is needed, the brief said, is a permanent Citizens' Advisory Committee on Fair Employment Practices.

There should also be a Bill of Rights written into the Canadian constitution, the CLC believed.

The brief also recommended elimination of discriminatory features of the Immigration Act—"even in advance of the thorough overhauling of the Act, regulations, policy and administration that we believe necessary"—and amendment of the National Housing Act to outlaw discrimination on grounds of race, colour, creed or national origin in the purchase or occupancy of houses built under the Act.

### Immigration

The CLC thinks the entire Immigration Act and its administration ought to be thoroughly overhauled.

In the meantime, the Congress recommended:

—Establishment of an advisory committee on immigration.

—Abolition of the Settlement Division of the Department of Citizenship and Immigration and transfer of its functions

to the National Employment Service because (a) the NES is much more likely to have full and up-to-date information on strikes whereas the Immigration Department might send immigrants to a struck plant before it knows about the strike, and (b) the Immigration Department is primarily interested in getting the immigrants jobs but is not in a position to know, as the NES is, the prevailing rates and conditions. If difficulty in the placement of immigrants arises because the NES is not properly equipped to place immigrants, the remedy is to give the NES "the necessary trained staff to handle immigrant labour," the CLC suggested.

—Transfer of immigration as a whole to the Department of Labour. (Citizenship could become the responsibility of the Secretary of State.)

—Immediate repeal of the part of the Immigration Act that provides for deportation without trial of an immigrant who has become a public charge within five years of his landing.

The Congress said it fully agreed with the decision to cut down immigration now in view of the threat of unemployment this fall and winter.

Labour is not opposed to immigration. But it is opposed to bringing in immigrants when there are no jobs for them except what they may be able to take away from Canadians, and no decent housing for them to live in. It is also opposed to bringing them in to provide cheap labour for short-sighted, profit-hungry, anti-social employers. It wants the immigrants to become free, happy, prosperous Canadian citizens, not factory-fodder.

Because, during the coming winter, immigrants in desperation will have to take the first job offered, "at any wage, under any conditions," the CLC urged the Government to endorse the Canadian Welfare Council's proposals for the provision of assistance to unemployed immigrants.

### Education

While the Congress wants provincial autonomy over education preserved, "education has national aspects and the national Government and Parliament must provide for them," the brief declared.

In the nuclear age, our very existence depends on having enough scientists, engineers and technicians, and enough teachers to train them. So do our ability to compete in world markets, our standard of living, our chances of retaining control over our own industries. And if the scientists, engineers and technicians are not educated in the humanities, as well as trained in science and technology, they will not know what to do with the immense power they can loose, and technology will become our master, perhaps our destroyer, instead of our servant.

There is a crisis in Canadian education today, the brief continued. There is a

shortage of qualified teachers that is getting worse. The provinces cannot carry unaided the burden of providing children with a decent education; they need substantial help from the national treasury. "Provincial autonomy in education will be a hollow mockery for any province that is so poor that it can afford to give its people only sub-standard education."

The CLC proposes the calling of a federal-provincial conference on education, which, the brief said, could

—find out exactly what the needs are,

—find out how much the provinces and municipalities can do to meet the needs and how much national aid is necessary, and

—consider the extension of teacher-training programs and recommend policies that will attract more persons to the teaching profession.

The Congress welcomed the establishment of the Canada Council but criticized the lack of representatives from Labour.

### **Government Employees**

The CLC congratulated the progress made by both the last and the present Government in bringing salaries of government employees more closely into line with levels in private employment.

It expressed pleasure, too, in the Government's undertaking to look into the question of collective bargaining with its employees.

Requests made in the CLC's previous brief that had not been fully met were repeated: overtime pay at time and a half for classified employees for time worked over the standard day and week; double time for work on normal days off, statutory and declared holidays; and cash liquidation of all overtime now in restricted credits.

We also repeat our request for the five-day forty-hour week for all operational classes and the five-day thirty-five hour week for all administrative classes; for a suitable hospital-medical plan for Government employees, with the Government paying at least half the cost; for a review of sick leave provisions for prevailing rates employees to bring them into line with those of classified employees; for superannuation based on the best five years of an employee's service; for pensions for the widows or other wholly dependent survivors of a Government employee equal to at least 75 per cent of the employee's pension; for increases in the pensions of retired civil servants to restore the purchasing power they had at the date of retirement; for the maintenance of Railway Post Offices where possible, and the substitution of Highway Post Offices elsewhere; for reinstatement of twice-a-day mail delivery in residential districts; for abolition of the classification of grade one postal clerk, with the maximum salary rate for postal clerks at the end of three years.

### **Other Requests**

Under the heading "Other Social Security," the CLC recommended that old age security benefits be raised to \$65 a month at age 65, that pensions for the blind and disabled be raised "to provide a decent standard of living," that there should be a national contributory industrial pension plan, that family allowances be raised to restore their original purchasing power and be paid to age 20 if the child is still attending school or college, and that the ceiling for government annuities be raised to \$2,400.

The Congress welcomed the decision to re-establish the advisory committee on the rehabilitation of disabled persons.

The brief expressed uneasiness about Canada's excessive dependence on American imports, on American markets for exports, and American capital for Canadian industrial development. The CLC would like to see "maximum processing of our raw materials in Canada".

The Congress favours efforts to increase trade with the Commonwealth.

Five proposals on income taxes were made in the CLC brief:

1. Raising of personal exemptions to \$1,500 for single and \$3,000 for married taxpayers.

2. Raising of exemptions for dependent children to \$500.

3. Permitting deductions of all medical, dental, optical and hospital expenses.

4. Allowing exemption of out-of-town living and travelling expenses of construction workers.

5. Allowing deduction of the cost of workers' equipment and protective clothing.

The CLC also urged reduction of the sales tax and consideration of the special case of married women who work.

A recommendation made in the CLC's previous brief that coastal and inter-coastal trade be reserved for vessels built, manned and registered in Canada was repeated. Trade on inland waters should be reserved to Canadian and American vessels on an equitable basis.

The legislation that "in effect, surrendered" to the provinces jurisdiction over international and interprovincial highway transport should be repealed, the Congress said, "so that long-distance transportation in Canada can be regulated to provide for fair competition and proper co-ordination among the different types in the national interest".

The Congress endorsed the Gordon Commission's recommendation for subsidizing the railways. "The only practicable alternative seems to be for the railway workers



to subsidize the railways by accepting lower wages and worse conditions of work than they could get in comparable employment in other industries," the brief said, adding that the workers cannot possibly contemplate this alternative.

The delegation urged speedy establishment of the tripartite committee that the former Government had undertaken to set up to look into the question of technological change and automation.

"The recommendations of the Royal Commission on Broadcasting followed so closely the Congress' own proposals that we need only say that we endorse those recommendations and hope they will be carried out promptly, in the letter and the spirit," the CLC said.

In conclusion, the brief declared that the omission of subjects from the memorandum does not mean that the Congress will not be making its views known on them. Matters relating to particular industries can best be dealt with by specific representations to the departments concerned, it pointed out.

### Prime Minister's Reply

Prime Minister Diefenbaker promised that the CLC brief, which he praised for its completeness, would receive "mature, the very deepest and most sincere consideration".

He turned first to the CLC's objection to the lack of a labour representative on the Canada Council. "I could not be more in agreement with that representation," he said, adding that he believed there were two major omissions from the Council: a labour representative and a representative of agriculture.

He said the appointment of CLC Executive Vice President Gordon Cushing to the Royal Commission on matters relating to energy and sources of energy—the first Royal Commission set up by his Government—was an indication of his attitude in regard to labour representation.

"With regard to old age security, you will have noticed from the Speech from the Throne that we intend to increase old age benefits\* and assistance to the blind and disabled persons. We intend to bring in

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\*On October 23 a notice of motion was placed on the order paper that the Government intended to introduce a resolution to amend the Old Age Security Act "to increase the amount of monthly pension payable thereunder to \$55 per month, to reduce the basic residence requirement for pensioners from 20 to 10 years, and to increase the length of permissible temporary absences of pensioners from Canada from three to six months".

changes in regard to the War Veterans Allowance Act, and to reduce the period of residence in order to qualify for social security payments," Mr. Diefenbaker told the delegation.

To the suggestion in the memorandum that Canada recognize the communist government of China, Mr. Diefenbaker said:

Recognition of the present government of communist China would be taken, in those areas in Asia which stand as a bulwark against the onrush of Communism, to constitute not a legal recognition but, in fact, a justification for Communism, and as such seriously detrimental to those who today stand in the pathway of the spread of Communism throughout all of Asia.

Earlier he had explained that "as far as the legalistic side is concerned, recognition of any nation has been admittedly dependant on the extent to which that government which has taken over has in it the probability of continuing to exercise its power and its jurisdiction".

Referring to the CLC's statements concerning the fall in farm income, the Prime Minister announced that one of the major measures that will be brought before Parliament will be "action to bring about stability and security and meet the economic difficulties of the farmer". Already the Government is engaged on an aggressive policy of finding markets, he went on, and soon representatives of Labour, of Industry and of Agriculture would go to the United Kingdom with a view to bringing about larger markets there for Canadian products.

The Prime Minister said his Government also believed, in connection with the Department of Immigration, that the courts should have the opportunity to examine the rights of those who contend their rights have been adversely affected. "We believe, with you, that those things must be achieved," he declared.

His Government had acted at the earliest possible date with regard to housing, the Prime Minister said. He referred to the making available of \$150 million for mortgages (L.G., Sept., p. 1048). Pointing out that the additional funds were designed to "increase the availability of housing for those who are living under incomes which today deny that housing," he reported that a "very reasonable and fair" percentage of the money had already been taken.

Prime Minister Diefenbaker also said that:

—Provision has been made in supplementary estimates for \$8,100,000 to cover the immediate needs of the Canadian Broadcasting Corporation.

—Canada will make its full contribution internationally in the days ahead as in the days past\*.

—There were (International Labour) Conventions that are within the legislative competence of Parliament and “deserve to receive the approbation of the Canadian people through their Parliament”.

Concluding his remarks, Mr. Diefenbaker said:

That we will carry all these things out I would be the last to promise; but what we will do is to take each of them in the light of existent circumstances and so chart our course that our purpose will be to achieve those things which will be of maximum benefit, not only for Labour, not only for the maintenance and preservation of free enterprise, but with the assurance of equality for all Canadians.

### The Minister of Labour

At the outset of his remarks to the CLC delegation, Hon. Michael Starr, Minister of Labour, congratulated the Congress on the progress being made in unifying Canadian Labour.

Turning then to employment, he said that within the jurisdiction of his department and the National Employment Service, a number of steps have already been taken. He mentioned his instructions to the NES to make a supreme effort to place applicants (L.G., Oct., p. 1161) and the more intensive winter employment campaign undertaken this year.

He said the Congress' recommendation regarding jobs for elder workers had been “a pet” of his when he was Mayor of Oshawa. “It is my intention to place special emphasis on finding jobs for workers in this category, and I have already promised the full, continuous support of my department to the organizations engaged in rehabilitation of disabled persons,” he said.

Commenting on the announcement in the Speech from the Throne of a proposed Vacations with Pay Act, Mr. Starr said the legislation as contemplated may not provide everything the Congress would wish but he hoped it would be regarded as a step forward.

He assured the delegation that the question of the establishment of a permanent advisory committee in connection with the administration of the Canada Fair Employment Practices Act would be discussed further at a meeting to be convened later this year with representatives of organizations interested in the field of human rights. If found necessary by the meeting, “we will set up a permanent committee,” the Minister said.

A technical advisory committee on automation will be set up, he announced, and will be composed of representatives from Management and Labour in a number of industries where important technological developments are taking place, and from universities and interested government departments.

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## CCCL Memorandum to Cabinet

Main recommendations concern inflation, foreign trade and development of natural resources. Setting-up of permanent Price Investigation Board again called for. Careful study of recommendations is promised

The main recommendations of the Canadian and Catholic Confederation of Labour, when that labour organization met the federal Cabinet on October 22, concerned inflation, foreign trade and the development of natural resources.

At its first meeting with the new Government, the CCCL once more called for the setting-up of a permanent Price Investigation Board to protect the consumer from unjustified price increases.

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\*On October 22 the Prime Minister told the House of Commons that Canada will contribute \$35 million to the Colombo Plan in 1958 (see page 1278).

Representing some 100,000 organized workers in Quebec province, the delegation was led by the General President, Gérard Picard. André Roy, Assistant Secretary, read the brief.

The delegation was welcomed by Prime Minister Diefenbaker and eight of his ministers, including Hon. Michael Starr, Minister of Labour; Hon. Donald Fleming, Minister of Finance; and Hon. Léon Balcer, Solicitor General of Canada, all of whom addressed the delegates.

The Prime Minister assured the CCCL that its representations would be given careful study.

S. Ted Payne, Vice-president of the National Metal Trades Federation, took the opportunity to present an additional brief calling for the establishment of a Canadian mercantile marine and the drawing-up of a national policy relating to the merchant service.

The CCCL memorandum also dealt with measures concerning social security, unemployment insurance, income tax, government annuities and the Bell Telephone Company.

### **G  rard Picard**

Before the reading of the brief, G  rard Picard, General President of the CCCL, congratulated the new Government on its ascent to power.

He also mentioned his pleasure at the appointment of Hon. Michael Starr as Minister of Labour.

Referring to the Minister's letter asking for representations from Labour concerning federal labour legislation, Mr. Picard said that the CCCL's suggestions will form the subject of a special memorandum to be presented soon.

In the absence of the General Secretary, Jean Marchand, travelling in Europe, the memorandum to the Cabinet was read, in French, by Andr   Roy of Quebec, Assistant Secretary of the Confederation.

## **Memorandum of the CCCL**

### **Inflation**

An easing of restrictions in the house-building field and a lowering of the interest rate on mortgage loans were among the steps suggested by the CCCL to combat inflation, "which is a cause of concern for our workers".

The CCCL also repeated a suggestion which it made nearly ten years ago: the establishment of a permanent Price Investigation Board.

Stating that such a Board would be "highly instrumental in protecting the consumer against rising prices," the memorandum recommended that the Government set up, on a trial basis at first, an investigation system which would compel producers, with the exception of farmers and retailers, to explain and justify before the Board their reasons for any increase in prices.

This Board, the brief stated, would be made up of "representatives of governments, producers, workers, farmers and consumers".

While pointing out that the recommendations of such a Board would not be mandatory, the CCCL is of the opinion that "the fact that the persons concerned would thus have to justify the price increases they contemplated in public would

have the effect of preventing a great many increases which definitely make for inflation".

### **Foreign Trade**

The CCCL requested the Government to "be most prudent in the conclusion of trade agreements," studying closely both the prices and the nature of goods imported.

The memorandum specified that it is important to protect "the present living standard of our people and to avoid unemployment resulting from the competition of foreign produce, no matter what its origin, sold at reduced prices".

It also stressed the importance of "renewed efforts to increase our exports and to vary them more".

One means of attaining this end would be "fuller participation in the execution of a program of economic assistance to underdeveloped countries.

"Commercial co-operation between the countries of the world will remain difficult," the brief stated, "as long as there is too great a difference between rich nations and poor nations."

The CCCL also considers that "the General Agreement on Tariffs and Trade (GATT) is a step in the right direction towards solving a number of foreign trade problems, and it recommends that labour unions, whose members are often directly affected by foreign trade agreements, be represented on government committees set up to negotiate such agreements."

### **Utilization of Natural Resources**

According to the CCCL, the processing of a greater part of our raw materials in our own country would tend to stabilize our national economy and help reduce unemployment.

Pointing out that Canada remains largely a producer of raw materials, which are exported mostly in their original state, the memorandum suggested that "the abundant mineral riches of the Canadian substratum should be, as much as possible, processed in Canada, which has, moreover, the sources of energy necessary for the setting up of huge refineries".

The CCCL also considers that "the State should, with regard to the development of our natural resources, participate to a greater extent in the setting-up of concerns in collaboration with foreign capital, coming for the most part from one country only, which may constitute a serious threat to the economic independence of Canada."

### **Social Security Measures**

The CCCL asked for an increase in old age pensions and family allowances and the setting-up of a health insurance scheme.



It considers that the old age pension should be increased to \$80 a month, that it should be paid at the age of 60, and that three fifths of the cost should be borne by the federal Government and two fifths by the provincial Governments.

As regards family allowances, the CCCL suggested that the minimum allowance be increased to \$8 and the maximum to \$13 per child, and that payments be continued as long as the child remains at school.

With respect to health insurance, the CCCL stated that it sincerely hopes that "it may be possible in the near future, to give effect to the legislation permitting the establishment of a health insurance scheme in accordance with co-operative legislation on the part of the federal Government and the provinces".

### Unemployment Insurance Act

With regard to unemployment insurance, the CCCL drew attention to the fact that hospital employees are still excluded from the benefits of the Act, that the amounts an insured person can earn without loss of benefits are too low and that the scale of benefits is also too low.

It requested the deletion of Subsections "d" and "e" of Section 27 of the Act, dealing with employees of hospital institutions; a 50-per-cent increase in the amounts that an insured person may earn during a week's unemployment without partial or total loss of benefits; and the following scale of benefits for unemployed persons with three or more dependants: \$10, \$15, \$19, \$23, \$27, \$31, \$35 and \$37.

The brief also stated:

The unemployed should be able to count on unemployment insurance benefits as long as they have been unable to obtain suitable work. Should the present scale of contributions not be high enough to permit the payment of benefits for the complete duration of the unemployment period, the CCCL would like to have a study made for the purpose of finding out what level of contributions would be necessary in order to attain this objective. Should the increase in contributions be within reasonable limits, the CCCL would favour a formula according to which the cost of the insurance would be divided equally among the workers, the employers and the Government.

Here the General President observed that office workers affected by a strike which is not their own are, nevertheless, deprived of unemployment insurance benefits. He mentioned the case of the office employees of the Aluminum Company of Canada at Arvida, who were refused benefits because they were "involved in the settlement of the strike". Mr. Picard requested the Government to clarify this situation.

### Income Tax

"The main fault in our income tax system," the brief stated, "lies in the inadequacy of the initial exemptions, which are not at all in accordance with economic reality."

The CCCL therefore requested the federal Government to increase the basic exemption for unmarried persons from \$1,000 to \$1,500 and the basic exemption for married persons from \$2,000 to \$3,000. Also, the exemption per child should be \$400 a year instead of \$150.

The brief also noted "another anomaly," which is that the head of a family who is the only one earning "finds himself in a position of inferiority" when compared with a family where both husband and wife are working.

"This anomaly," the memorandum points out, "is explained by the influence of the progressive rate of tax, and may be interpreted as a lack of appreciation of the part played by the mother of a family who stays at home to bring up her children."

The memorandum went on to explain:

This is why the CCCL suggests that the Government amend the Income Tax Act so that the family income may be considered as being earned in equal shares by both husband and wife and that both make their own returns as if they were unmarried and benefit by the exemptions provided for unmarried persons.

This formula might apply not only in cases where the man alone works, but also in cases where both husband and wife have an income exceeding the minimum. They would simply add their individual incomes, divide by two and consider the amount obtained as the personal income of each. Persons to whom this amendment would apply could choose either system.

The CCCL is also of the opinion that workers should be permitted to deduct annually from their taxable income an amount equal to 10 per cent of the value of the tools they need; that transportation expenses to and from work should also be deductible; that the Government should do away with the need to produce receipts to prove donations of up to 10 per cent of income for charitable purposes; and finally, that medical expenses, contributions to accident insurance and sickness insurance funds and the amounts paid for unemployment should be fully deductible.

The CCCL also considers that "amounts paid to parity committees established under the Collective Agreement Act of the province of Quebec should be considered, for all practical purposes, as union dues, and should therefore be deductible from taxable income in the same way".

## Government Annuities

Pointing out that the Government Annuity system has yielded excellent results, and that many workers are interested in it and have taken part in it, the CCCL suggested that the maximum annuity payable should be increased from \$1,200 to \$2,400 per year.

## Other Requests

The CCCL repeated its request for free broadcasts for workers on the CBC network, which, it said, would certainly help to promote adult education.

The memorandum stressed the CCCL's opposition to the recent request for increased rates made by the Bell Telephone and asked for "the creation of a special commission to inquire into the Company's activities, structure and method of financing with a view to making recommendations as to the best way in which it could be owned and operated with the public interest in mind".

While rejoicing at the creation of the Canada Council, the CCCL said that it regretted that it had not been considered advisable, when the members were appointed, to name a labour representative.

Finally, the CCCL requested that, in the issuing of commemorative postage stamps, "equal consideration be given to historic personalities and events relating to Canada's two main ethnic groups".

## Second Part of the Memorandum

The second part of the memorandum, which was not read, is a summary of requests already made to the federal authorities which the CCCL convention decided to submit once more.

This part sets forth the CCCL's position with regard to such problems as housing, pensions, immigration, older workers, the ILO, the right of association and collective bargaining and diplomatic representation at the Vatican.

## National Shipping Policy

A five-point program for the establishment of a Canadian merchant marine and the implementation of a national shipping policy was presented to the Cabinet by S. Ted Payne, Vice President of the National Metal Trades Federation, of Montreal, following the reading of the main brief.

Mr. Payne, whose Marine Section of the National Metal Trades Federation groups approximately 8,000 Quebec shipyard workers, also urged that the ship-building and the ship-repairing industries be brought under federal jurisdiction.

The five recommendations were:

1. That the Government restrict the coastal and inland trade of Canada to vessels registered, built, repaired and maintained in Canada.

2. That the Government enact the immediate planning of a Canadian merchant marine and that Canada's inadequate and obsolete merchant marine fleet be replaced by modern, fast, refrigerated (where necessary) cargo ships.

3. That a national shipping policy be enacted whereby Canadian shipping engaged in foreign trade in and out of Canadian ports be encouraged by subsidies, conditional upon the construction, repair and maintenance of their ships in Canadian shipyards.

4. That the scope of activities of the Canadian Maritime Commission Act be enlarged and amended so as to provide for labour representation on the Commission and to permit that agency to carry out a policy of aid and assistance to Canada's shipping and ship-building industries, as carried out by similar commissions in other maritime nations; also that the Government call upon the Commission to revise its policy of "abandonment".

5. That the ship-building and ship-repairing industry be brought under the National Labour Code whereby fair minimum national labour standards would be possible.

Concluded Mr. Payne: "It is our contention that it is in the national interest of Canada and in the future development of one of her basic industries—shipping—that the flow of Canada's goods not be dependent on foreign carriers."

Mr. Payne also announced that the National Union of Canadian Vickers Employees, which represents some 1,100 workers at the Canadian Vickers Shipyards, in Montreal, went out on strike that very morning and asked the Canadian Government, "as one of its main customers," to use its influence to bring about a successful settlement.

## Government Printing Bureau

The President of the Federation of Printing Trades of Canada, Armand Morin, of Ottawa, spoke briefly in behalf of the employees of the Queen's Printer to urge a continuous study of their problems.

"The federal Government," he said, "should meet the salaries paid by private industry."

## The Government's Reply

**Rt. Hon. J. G. Diefenbaker**

"I cannot see justification in a situation whereby our irreplaceable resources are shipped from our country in raw material form, thereby providing employment elsewhere," said the Prime Minister, Rt. Hon. J. G. Diefenbaker, following the presentation of the CCCL brief.

Asserting that there is a "need of a policy in Canada to permit and assure a major increase in the processing within Canada of our national resources," the Prime Minister said that in no other field had there been such an "export of employment".

Mr. Diefenbaker, referring to the pride of Canada in having her own merchant marine in addition to her natural resources, saw it as a "national reaction" and assured the delegation that these representations strike "a responsive chord in the hearts of this Cabinet, which has taken a very strong stand on behalf of the assurance of Canada's national and international position".

The Prime Minister also assured the delegation that Labour will be represented, henceforth, in all commissions and the like in which the interests of Labour are being considered.

He recalled that Labour was represented on the first such commission set up by his government.

In the days ahead as commissions set up for the purpose of investigation there will be no failure to realize that none of these institutions can properly decide their responsibility without having on them a representative, or more than one representative, of the great labour force of this country.

The Prime Minister also referred to the CCCL's suggestion that the old age pension be raised to \$80 a month, three fifths of the cost being defrayed by the federal Government. He said that the delegation would soon learn that "we have indeed raised old age pensions" and that "there is nothing to prevent any one of the provinces making up the difference".

Mr. Diefenbaker assured the delegation that its representations will receive "full and serious considerations". He especially expressed interest in the representations made on behalf of a merchant marine and a national shipping policy.

He invited Labour to "feel free at any time to let us have the benefit of your views.

"Only in a community of counsel can anything approaching a solution of our problems be achieved," he said.

In greeting the delegation, before the reading of their brief, the Prime Minister spoke a few words in French, stating that Labour's representations are very useful in the elaboration of a governmental policy.

#### **Hon. Michael Starr**

Hope that suggestions regarding amendments to the Industrial Relations and Dispute Investigation Act may be dovetailed into "something that will be acceptable to both employers and employees" was ex-

pressed by Hon. Michael Starr, Minister of Labour, in his remarks to the CCCL delegation.

The Minister recalled that he had invited representations from employers and from major labour groups on their opinions regarding amendments to this federal act.

Mr. Starr spoke in English but revealed that he is making progress in his study of the French language and that he hoped to address the delegation in French "at your next submission".

The Minister assured the CCCL that he will give their recommendations the "closest possible" examination, especially the proposals relating to unemployment insurance, government annuities, collective bargaining, and the ILO.

Congratulating the CCCL for its submission, which, he said, "was marked by real understanding of the problems of Labour," he expressed the hope that "the relationship of my department with your Confederation will be marked by close co-operation in those matters which come under federal jurisdiction".

#### **Hon. Donald Fleming**

The Minister of Finance, Donald Fleming, spoke in French to the CCCL delegation, thanking them for their memorandum and assuring them that their representations "will be studied with a great deal of interest".

Mr. Fleming particularly stressed the fact that several of the problems brought up in this labour brief were also mentioned in the Speech from the Throne, including social security measures, taxation and the utilization of our natural resources.

He also pointed out that the Government had just adopted a measure to ease credit restrictions, granting the sum of \$150,000,000 "to help the construction industry".

Noting that the CCCL had called for the setting up of a Price Investigation Board, the Finance Minister emphasized the fact that the Government had announced its intention to appoint a commission to study the prices of agricultural produce.

Mr. Fleming also dwelt on the holding of the Commonwealth Finance Ministers' conference in preparation for another conference which will study problems concerning trade and the political and economic aspects relating thereto.

In closing, he thanked the CCCL for its suggestions as well as for "the spirit of understanding and tolerance" it had shown.

#### **Hon. Léon Balcer**

Hon. Léon Balcer, Solicitor General of Canada, said that the Prime Minister is very well disposed towards the labour unions.



"I might even say," he added, "that he is probably the politician who is closest to the trade unions in our country at the present time."

Speaking in French, Mr. Balcer stated that the new Government intended to pursue a "dynamic policy".

#### **Cabinet Members Present**

In addition to the Prime Minister and the three ministers who spoke, the follow-

ing members of the Cabinet were noticed at the presentation of the memorandum: Hon. George Hees, Minister of Transport; Hon. Gordon Churchill, Minister of Trade and Commerce; Hon. Edmund Davie Fulton, Minister of Justice, Attorney General and Acting Minister of Citizenship and Immigration; Hon. Ellen Louks Fairclough, Secretary of State; and Hon. Jay Waldo Monteith, Minister of National Health and Welfare.

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## **2<sup>nd</sup> Annual Convention of the Nova Scotia Federation of Labour**

**Delegates urge immediate federal-provincial survey of commercial and industrial potential of Pictou County; 149 other resolutions dealt with**

An immediate federal-provincial economic survey of commercial and industrial potential of Pictou County, Nova Scotia, was the subject of a resolution passed unanimously by 168 delegates from 84 local unions and six district labour councils attending the 2nd annual convention of the Nova Scotia Federation of Labour (CLC), held in Halifax in early October.

The resolution was one of 150 dealt with by the convention, and delegates heard Dan Lloyd of Westville, before the resolution was presented, assert that 1,400 miners in Westville were out of work, and that the town was near bankruptcy.

He informed the delegates that if something tangible was not done immediately to alleviate the situation, Westville and another town in the county would soon be reduced to paying relief to its citizens as in the worst days of the Depression.

Other resolutions called for:

Ratification by the provincial government of a national health insurance plan "even though it is inadequate to cover the full health needs of the people";

The enactment of a provincial bill of rights;

The institution of a governmental conference on thermal power production in the province and other provinces concerned;

Legislation providing for maximum hours of work, minimum wage of \$1 hourly and payment for all statutory holidays observed in the province;

Establishment of an equal pay for equal work law in the province with a sufficient number of inspectors available to see that the law is enforced;

A publicly owned and provincially-operated compulsory car insurance plan;

Legislation that would prohibit automobile dealers offering for sale vehicles, cars and trucks that are unsafe for operation on the highways;

Elimination of the gasoline tax on quantities used by buses that do not use the rural highways and that the same buses be required to pay only the same fee as civic vehicles.

#### **Speakers**

Nova Scotia Premier Robert L. Stanfield dwelt at length on the proposed establishment in the Strait of Canso area by a Swedish concern of a pulp mill. He felt that the mill would come into being in the future, as the company was committed to start building within the next two years.

Changes in compensation legislation, amendments to the Trades Union Act and overhauling of the administrative setup in the Labour Department through the addition to the staffs of several specialists in the field of labour work were matters accomplished in 1957, the convention was told by the provincial minister of labour, Hon. Stephen T. Pyke.

#### **Election of Officers**

Ben O'Neil, of Sydney, was re-elected President of the Federation. Hugh MacLeod of Halifax was returned as Secretary-Treasurer.

The six Vice Presidents elected were: John Lynk, Dominion; Warren Riggs, New Glasgow; Arthur MacKenzie, Truro; Eva Mumford, Windsor; C. A. Webber, Liverpool; and Sinclair Allen, Halifax.



**Executive of the Nova Scotia Federation of Labour (CLC)—seated (left to right): Hugh MacLeod, Secretary-Treasurer; Eva Mumford, Vice President; and Ben O'Neil, President; standing: Vice Presidents Warren Riggs, Sinclair Allen, Arthur MacKenzie, C. A. Webber and John Lynk.** (Hatt photo, from *Halifax Chronicle-Herald*)

## 2<sup>nd</sup> Annual Convention of the Manitoba Federation of Labour

**Question whether Federation should give official support to political party sparks controversy; delegates settle for formation of political education committee. Entire last year's executive returned to office**

The issue of whether or not official support should be given to a particular political party proved to be the most controversial of the questions that came before the 2nd annual convention of the Manitoba Federation of Labour in Winnipeg last month. About 200 delegates attended.

Other matters on which resolutions were passed included immigration, revisions in the Workmen's Compensation Act, institution of a judicial inquiry into the Act, changes in the Labour Relations Act and the Fair Employment Practices Act, and increases in the old age pension.

### **President's Address**

Joseph James, President of the Federation, told the delegates that the provincial Government had promised to amend the Labour Relations Act so that employees of Crown companies would have the same bargaining rights as workers in private industries.

The President attacked the Canadian Bar Association and the Canadian Chamber of Commerce for advocating restrictive legislation against Labour. The Chamber of Commerce at its convention in Victoria approved a proposal asking the federal Government to give Labour or Manage-

ment the right to ask for a secret ballot while a strike was going on (see page 1313). Such legislation, Mr. James maintained, would allow an employer to go over the heads of the unions.

"Labour is capable of taking care of its own problems" without being told by outside interests "what we should or should not do," he said.

### Other Speakers

The President of the Canadian Labour Congress, Claude Jodoin, also assailed the Canadian Chamber of Commerce and the Canadian Bar Association, as well as the Canadian Manufacturers' Association, for trying to bring about labour legislation which, he said, "would result in a denial of freedom such as that which set the stage for the onslaught of Fascism, Nazism and Communism in other countries".

He said that the Bar Association had "the best union shop in the country" and that "they have union security for themselves but don't want Labour to have the same security". The Chamber of Commerce and the Canadian Manufacturers' Association he also accused of wanting the government to intervene in trade union affairs but resenting government intervention in business.

Mr. Jodoin urged the establishment of a national health plan "with no strings attached". If the provinces could not come to an agreement on such a plan, the British North America Act should be amended to pave the way for one, he declared.

Donovan Swales, CLC Vice President, maintained that prices are set in Canada today not by the law of supply and demand but by the arbitrary law of the employer. He said that wage increases are a consequence of price increases, and that such wage gains, which had been obtained by long negotiations, were nullified overnight by price increases.

James Patterson, President of the Inter-provincial Farm Union Council, an organization which represents farm unions from Ontario to British Columbia, said that leaders of the western countries, instead of spending billions on armaments, could wage the cold war more effectively by spending just a few millions on wheat, and sending it to countries in which famine prevails.

### Resolutions

A resolution which sought to prevent the Federation from supporting any political party was rejected after hours of debate by the convention. Instead, a substitute motion was adopted of the same kind as the one passed by the Canadian

Labour Congress in 1956 (L.G., June 1956, p. 646). The Federation decided to establish a political education committee.

The adopted resolution also asked all affiliated unions and councils to interest themselves in political affairs, and to continue such forms of political action and education as they had carried on in the past. Otherwise individual unions were to be allowed to decide their own course of political action.

President James, speaking in favour of the substitute motion, said that the Federation could not go wrong with this resolution, which would serve the best interests of the labour movement.

Henry Schellenberg of Flin Flon, telling the convention that the policy of political education was enough for Labour, said: "It is not right to tell the workers how to vote. They would not do it anyway."

A. D. Denton of the Machinists' union, chairman of the resolutions committee, asked the convention to support the substitute resolution. "We challenge whether this organization has the right to attempt to dictate a political policy, for there are men and women in this organization of all shades of political opinion," he said. If the Federation were going to support a political party he urged that a referendum of the membership of the unions should be taken.

Grant McLeod, President of the Winnipeg Labour Council, said that he thought the resolution asking that candidates should not be endorsed was "idiotic".

J. B. Graham of the Carpenters' union said that the resolution calling for support of CCF candidates would cause a split in the labour movement in Manitoba. R. C. McCutchan challenged this statement, arguing that in other provinces there had been no split on this account.

Other adopted resolutions asked:

—That the federal Government plan immigration quotas to maintain full employment and protect wage standards in Canada; and that immigration should be administered through the Department of Labour and the National Employment Service. The resolution also urged that accurate and up-to-date information be provided to immigration offices abroad.

—That employees of hotels, restaurants, hospitals, and retail and wholesale establishments be covered by Workmen's Compensation; that payments to all widows under the Act be raised to at least \$75, and that the wage rate upon which compensation may be paid be raised from \$3,500 to \$5,000 a year; and that the Act be revised to include the allowance of claims for glasses broken at work without injury.



—That a judicial inquiry be made into the Workmen's Compensation Act.

—That the medical appeal board be dissolved and a judicial committee replace it.

—That a full-time minister be appointed for the Department of Labour.

—That a labour representative be named to the industrial advisory board.

—That the Labour Relations Act be amended to make it read: "An application for consent to institute a prosecution for an offence under the Act may be made... by a trade union and, if such consent is given by the Board, the information be laid by any officer, official or member of the trade union."

—That the Fair Employment Practices Act be amended to include employers with one or more employees.

—That the province subsidize old age pensions up to \$75 a month, and that the means test for old age assistance be dropped at 65 years of age for men and 60 for women.

—That the Barbers' Board be reinstated.

—That public and government bodies insist upon buying union-made uniforms, and that all union members and their families buy union-made goods and use services which display union buttons.

### Election of Officers

Joseph "Jimmy" James, Manager of the Amalgamated Clothing Workers, Local 459, was re-elected President of the Federation without opposition. Other officers re-elected by acclamation were: Peter McSheffrey, Flin Flon, Secretary-Treasurer; and Henry Schellenberg of Flin Flon, Jim Nichols of Brandon, G. L. Taylor of Pine Falls, and Mike Sedyk of Selkirk, Vice Presidents.

In the only contest, Reg Slocombe, Winnipeg, the incumbent, defeated Ben Cyr, St. Boniface, for one of the vice presidencies, by 95 to 75.

## 2<sup>nd</sup> Convention, Sask. Federation of Labour

The second annual convention of the Saskatchewan Federation of Labour in Saskatoon October 9 to 12, attended by 225 delegates and visitors, dealt with all but six of the 125 resolutions submitted to it; the six were referred to the incoming executive.

One resolution called on the provincial government to amend legislation to provide for three weeks' paid vacation annually, instead of two as at present.

A number of the resolutions called for more beneficial legislation regarding social benefits, including unemployment insurance, pensions and family allowances.

Others urged the making of Boxing Day a statutory holiday; that the provincial government take the initiative in promoting low-rental homes; that the use of injunctions in labour disputes be prohibited; that legislation be introduced providing for the payment of sick pay to workmen unable to be on duty through illness; and that payment for jury duty be raised to \$15 from \$6 per day.

One resolution criticized the province's Minister of Labour for refusing to accept a union's nominee to a conciliation board. It pointed out that regulations did not give the Minister authority to reject any person nominated by either party to a conciliation board.

A unique adaptation of the group discussion method was used at the convention.

Delegates were divided into 27 groups of eight each and the whole business of the convention was channelled through each group. Findings of the groups were reported to the resolutions committee. The delegates then met in general assembly for rejection or adoption of resolutions, the floor being then open for general discussion.

Two women headed major committees of the convention. Miss Gladys Bernie of the Saskatchewan Civil Service Association headed the resolutions committee; Mrs. Gertie Kilroy, a representative of the Saskatchewan insurance employees' unions, chaired the credentials committee.

### Deputy Minister of Labour

H. S. Elkin, Deputy Minister of Labour for Saskatchewan, said in an address to the delegates that Labour faced a major task in preparing to assume a wider responsibility in public affairs.

Up to now, he said, the chief task of trade unionists had been to attain collective bargaining, and the apparatus for that purpose had become well-developed. Yet in the larger field of public affairs, Mr. Elkin said, an apparatus broader in scope than that now used might be necessary for trade unionists to take part in the community at large—in the fields of municipal, provincial and federal politics.

In view of the Gordon commission findings, Mr. Elkin said the sheer weight of the labour force required Labour to quickly assume as one of its main responsibilities "the preservation of democracy and its perpetuation".

The Deputy Minister said there were now 42,000 organized wage-earners in Saskatchewan and more than 120,000 non-farm wage-earners who could be moved into the "organizable category" from the standpoint of eligibility for trade union membership.

That meant, he pointed out, that Saskatchewan's organized wage-earners represented one third of all theoretically organizable non-farm wage-earners.

#### Election of Officers

F. W. McClelland was re-elected President of the Federation. Also re-elected were Ivan Moore, Treasurer, and Dave Young, Secretary. Louis Steil and S. Simmons were elected Vice Presidents of the Federation.

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## International Union of Catholic Employers' Associations Convention

Organization embracing 14 Christian employers' associations meets in North America for first time since its founding in 1931, holding its 14th convention in Canada, partly in Montreal and partly in Quebec

For the first time since its founding in 1931, the International Union of Catholic Employers' Associations met outside Europe, when some seven hundred delegates representing 20 countries gathered in Montreal September 15 to 21 for the organization's 14th convention. Host for the meeting was the Professional Association of Industrialists.

The convention, theme of which was "The Christian as a Business Executive," was presided over by Wilfrid Girouard of Montreal. A simultaneous translation system enabled the discussions to be carried on in three languages, French, English and Italian.

On the international level, the IUCEA includes 14 Christian employers' associations. Its purpose is to make known and to diffuse Christian doctrine among the members of these associations and to be their interpreter on the international level. It also aims to encourage employers and their associations in the path of social and economic progress.

The President of the IUCEA has been, since 1955, an industrialist from Milan, Italy, Giuseppe Mosca, who is, among other things, President of the *Sevesco* manufacturing industries and manager of the *Ernesto Breda* finance company.

The convention studies dealt with the following subjects: Reciprocal Duties of the Business Executive and the Government, Married Women and Young People

at Work, Social and Technical Progress and the World-Wide Importance of the Catholic Employers' Movements.

Those attending the convention also heard, at Montreal, His Eminence Cardinal Paul Emile Léger, Archbishop of Montreal; Hon. Léon Balcer, Solicitor General of Canada; and His Worship Jean Drapeau, Mayor of Montreal. At Quebec they heard His Excellency Msgr Maurice Roy, Archbishop of Quebec, and Hon. Maurice Duplessis, Premier of the province.

Two French-Canadian universities, the University of Montreal and Laval at Quebec, took advantage of the holding of the convention in Canada to award honorary doctorates to six members of the IUCEA.

Convention meetings were held in Montreal for the first four days, in Quebec for the final three. Many delegates from Europe and South America took advantage of their visit to Canada to become familiar with Canadian industry.

In conjunction with the 14th convention of the IUCEA, the Professional Association of Industrialists, acting as host, held its 13th annual convention, when an account of the year's activities was given to the members and a new President was chosen, in the person of Paul D. Normandeau of Drummondville, to succeed Lt.-Col. Hervé Baribeau of Lévis.



Hon. Léon Balcer, Solicitor General of Canada, who spoke at the IUCEA's 14th convention, was presented with a silver medal as a memento of the first such meeting in North America. Shown in the picture (left to right) are: Giuseppe Mosca of Italy, IUCEA General President; Wilfrid Girouard, Montreal, convention chairman; Mr. Balcer; Lt.-Col. Hervé Baribeau, Levis, retiring President of the PAI; and A. H. M. Albregts of the Netherlands, General Secretary of the IUCEA.

### Cardinal Paul Emile Léger

"People have not yet realized that the opposite of poverty is not necessarily abundance, but value; that the main thing is not to produce wealth, but to give value to man, to humanity, to the universe," warned His Eminence Cardinal Paul Emile Léger, Archbishop of Montreal, at the banquet opening the convention.

The crisis of our age, according to the prelate, could be defined as a "crisis of finality". He said:

People seem to have completely forgotten, that men and things have an intended purpose, a meaning which God gave them at the time of creation. This God-given meaning has to be discovered, in some cases rediscovered, and in all cases respected; otherwise the world and human life are like heavenly bodies which have deviated from their orbit.

Man now seems to have lost this notion. Far from respecting this intended purpose of things, he has become accustomed to upsetting them and controlling them as he pleases, without paying any attention to their inner finality.

Finality crisis in the form of technique for the sake of technique, science for the sake of science, art for the sake of art and leisure for the sake of leisure; finality crisis which takes the form of the State changed

into state control, authority defied and freedom sought after for its own sake; just so many means taken for ends in themselves.

There is the poisoned spring from which all the rest proceeds.

The Archbishop protested against the modern conception of economics, according to which "the good is what is useful and the useful is what is desired".

"In forgetting that the production of material goods, although legitimate and necessary, must, nevertheless, be directed towards the good of humanity," he said, "we have sacrificed the producer to production."

The consequences of this emancipation of the economy, for the concern and for the employer, according to the prelate, are:

Subjection of the worker to the triumvirate of technique, money and matter; numberless and unending social conflicts and revolts; resounding clashes between capital and labour; regrettable exploitations of female and juvenile labour; financial injustice; class struggles... and so on.

The Cardinal also stressed the fact that "due solely to the fact that you belong to the management of some economic concern or other, our modern society points the finger of accusation at you".



## Appeal to Employers

At the close of the 14th IUCEA convention, the delegates present, numbering some 700 and representing 20 countries, made an appeal to all Christian employers in the following terms:

The Christian heads of concerns from 20 countries, meeting in international convention at Montreal, make a solemn appeal to all God-fearing heads of undertakings throughout the world, calling on them to make an urgent personal effort in the economic, social and civic spheres. This effort will enable them to show that the head of a concern who is aware of his responsibilities has the historic mission of working for the re-establishment of the human person in all his dignity, through his desire for economic progress and social justice.

Thus, he went on to say, "the whole of your good reputation must be won back, the whole of the economy must be reformed, the whole of our broken-up industrial world must be restored".

Going on to speak of the nature of the mission of the Christian head of an undertaking, and of the forms which this mission must assume, His Eminence found therein a twofold duty, namely: personal action, and the adoption of a collective attitude.

In the personal sphere, Cardinal Léger called on the employers to give a proper finality to their own concerns.

It is up to you to show in the first place that maximum profits and productivity are not the only objectives of your concerns, but that above all, without, of course, overlooking these aspects, you are convinced, and your conviction is expressed in your deeds, that the organization of the life of the concern must derive profound inspiration from, and be based on, the requirements of the human person.

He also asked them "to assert, finally, that if productivity is not an end in itself, if the economy is to exist for man and not man for the economy, the heads of Christian concerns intend to denounce and to take action against the abuses of a system under which the human being becomes simply a means in the economic process".

In the realm of collective action in the national and international spheres, the Cardinal said: "The power of an enlightened and decided body of employers must make itself felt; the voice of an authentic Christian body of employers must make itself heard, very loud and very far".

For the purpose of guaranteeing the effectiveness of this mission, Cardinal Léger laid down three conditions: a very intense inner personal life; loyal co-operation with all who declare themselves willing to defend, loyally and energetically, the intangible

principles of natural law; and, finally, complete devotion, with serenity and in all confidence, to the task.

The Archbishop of Montreal also emphasized the progress that has been made.

The drawing up of social legislation in many countries, the preparation of many international labour conventions, the coming of more vigorous and more responsible trade unionism, the setting up of social insurance, the promotion of social security, the numerous political measures which, in many countries, have favoured accession to ownership, to education or to employment, are impressive examples of progress in our contemporary society. They are the fruits of tenacious, considered social action.

He closed on a note of confidence, pointing out that if it is true that humanity is at a turning point in history, it is not necessarily ruin and annihilation that await us. The only true form of revolution is "that revolution that begins with the spiritual transformation of each and every one of us and extends into those groups and those areas of life in which its activities are carried on".

## Mayor Jean Drapeau

In a short address of welcome, His Worship Mayor Jean Drapeau of Montreal deplored the fact that too many Christian employers refuse to be real citizens, conscious of their social obligations.

He reminded his listeners that Christian employers have two very definite duties, that of studying carefully and continuously the problems of State and of City, and that of serving the community by active participation in public affairs.

The Mayor stressed the fact that the head of a concern, if he is to fulfil his rôle properly and justify his existence, must become clearly conscious of his place in the social world.

Denouncing this evil of individualism, he said:

Living conditions in our modern world have forced all governments, even in democratic countries, to extend their activities unendingly, to intervene to an ever greater degree in fields which very intimately affect the destinies of the person, from education and culture to social security and the use of spare time; we might add, even to the management of business enterprises.

And many among us have not as yet become aware of this new situation with all that it implies. Far too many there still are, even among heads of enterprises, who are completely uninterested in political and social problems unless these happen to affect them directly.

## Message of the General President

"Between the dangers of political slavery which would lead to total planning and the dangers of economic anarchy from which we have just emerged, both of which lie

in the materialistic conception of life, there is only the alternative of responsible morality and social solidarity derived from Christianity." Such was the assertion of Giuseppe Mosca, General President of the IUCEA, in his message to those attending the convention.

According to Mr. Mosca, "economic crises, social instability, destructive disputes and the difficulty encountered in adapting production to consumption have shown that a harmonious economic system cannot derive spontaneously from any particular type of conduct, but from a social development in which the conscience of the head of the concern certainly plays the most important part".

The social nature of the natural economy will thus transform it little by little into a humane economy.

Mr. Mosca concluded:

The dignity and the freedom of the human person, which is the source and purpose of social life, the right of ownership and of initiative for all men, the affirmation of the prime importance of private enterprise in comparison with that of the State, which is subsidiary, the claiming of the irreplaceable function of the head of the concern, are themes which comply well not only with the requirements of present conditions but also with the teaching of the Church, which carries into effect, even in social applications, a loftier and more fundamental doctrine, that of the transcendent vocation of the human person and of his personal responsibility towards God and society.

### The Christian Concept of the Concern and its Requirements

Speaking to the committee in charge of studying the "Christian Concept of the Concern and its Requirements," presided over by Bernard Jousset of France, Marcel Clément said that the business executive must try to have every one in the concern understand what the results of his daily work are for others, how many people benefit by it and in what way they benefit.

Mr. Clément, who is a professor and a writer, also stated that the business executive must likewise see to it that every one in the concern, no matter what his rank, comes to understand the mechanism of the concern and to know where his own work and his own person fit in, and, finally, what his own responsibility is worth.

He went on to say:

Those who work together in a concern are not called upon only to make a common effort. They are called upon to live together. Making a common effort leads to an external purpose on the part of those making it. Living together is different. Mere co-existence is not worthy of man. It is not fitting in a concern for the employer, the engineers and the wage-earners just to co-exist. They must think together, wish and act together—in short, they must communicate.

### Six Honorary Doctorates Awarded

On the occasion of the 14th world employers' convention, held in Montreal and Quebec from September 15th to 21st, Laval University and the University of Montreal conferred honorary doctor's degrees on six of the leaders of the IUCEA.

The University of Montreal awarded doctorates to Messrs. Giuseppe Mosca of Italy, General President of the organization; Bernard Jousset of France, former General President; and Auguste Albrechts of Holland, General Secretary.

Laval University at Quebec conferred doctoral degrees in Commercial Science on Messrs. Léon Bekaert of Belgium, President of the Catholic Employers' Federation of Belgium; Wilfrid Girouard, chairman of the 14th convention; and Vittorio Vaccari of Italy, General Secretary of the Christian Employers' Association of that country.

### Social and Technical Progress

"There will always be a qualitative difference between our vocation as spiritually free men and our behaviour as consumers," said Vittorio Vaccari of Italy, Secretary of the *Unione Christiana Imprenditore Dirigente*.

"The finality of both technical and social development," he said, "lies in the progress made by cultural, moral and spiritual values—in short, in the civilization which previous generations have won through the effort of centuries."

Mr. Vaccari was speaking on "Social and Technical Progress" before the committee presided over by P. H. Werhahn of Germany.

Having shown how the idea of progress was introduced into the modern vocabulary, Mr. Vaccari analyzed the content of the idea of technical progress and of the idea of social development. He then pointed out that the relationships between these ideas have been interpreted in accordance with types of society: individualistic, Marxist and Christian.

The concern has a part to play with respect to technical progress: it must provide the atmosphere in which it will turn towards the human being. With regard to social development, the concern, thus placed in a favourable atmosphere, will aspire to influence the market to the advantage of the consumer; it must be able to allow its members a certain way of life which is considered desirable; and it must be in a position to set up in itself a system of satisfactory human relations.

Mr. Vaccari then pointed out that the policy of "human relations," which is impossible to assess in terms of figures only, is, nevertheless, required by considerations of economical and productive output.

However, the changes called for in the concern if we are to follow technical progress require a great deal in men and in capital. One way to make certain that these changes will not lead the concern into the path of state control is to call on the people to play their part by saving, a system which in the United States they call "people's capitalism".

For technical progress must not be achieved, the speaker said, to the detriment of social development. If an improved standard of living were to be taken as the sole criterion of technical progress, the first result would be a fatal lack of balance in the industrially developed countries, while in the underdeveloped countries people would be prompted to use technical progress to obtain the superfluous to the detriment of the useful, once they were assured of the necessities.

In this connection, Mr. Vaccari emphasized the essential rôle which the directors of our economy, especially the heads of concerns, have to play in order to introduce properly into technical progress a finality which will put it on a hierarchical system by placing it at the service of mankind. These heads of concerns must therefore have a synthetic vision which will enable them to ensure technical progress and social development, each in its own place.

In the Christian Middle Ages there was not much talk of progress, but in their efforts to rationalize man's behaviour they directed him towards his own domination. Dominated by the idea of progress, our age believes only in the rationalization of means, and is in danger of abandoning the human being to insecurity and pessimism. In this situation there is hope in the social doctrine of Christianity, which upholds the independent spirit of man and his responsibility towards his neighbour.

### **Married Women and Young People at Work**

"The married woman with dependent children, if she works outside the home and agrees to accept all the responsibilities which arise from her triple rôle as housewife at the head of a home, mother devoted to the upbringing of her children and woman worker obliged to be loyal to her employer, consents thereby to work at least 65 to 70 hours per week."

This was pointed out by Roger E. Régimbal, Director of the PAI's Industrial Relations Service, to the committee on the

"Work of Married Women and Young People," presided over by P. J. Spoorenberg of the Netherlands.

Describing this state of affairs as "economic slavery" and stating that it "can never be too much stigmatized," the speaker stressed the need to react against a selfish and materialistic conception of life, which might lead the couple to reject family responsibilities.

In most cases, according to Mr. Régimbal, it is the insufficiency of the wages earned by the husband or the head of the family which is the main cause of the married woman's working.

Among other causes he mentioned: insufficiency arising from exceptional reasons, such as illness, accidents, temporary or permanent disability; the desire to contribute to the welfare of her family; and a personal desire for economic independence.

Mr. Régimbal specified, however, that on this side of the Atlantic there is a "considerable difference in the importance of this factor of economic insufficiency".

The speaker warned his audience against that elemental feeling which would mean setting back society several centuries, or even a thousand years back, with a view to cutting woman off from all social life.

He also denounced the individualistic conception which would make woman the rival of man, interchangeable with him, as "falling a prey to an exacerbated feminism which is now outmoded".

"Even a superficial examination of things as they are," he said, "shows us that woman is the companion of man, the mother of his children, the keeper of the home and a member of society".

Turning to the problem of young people—the 15- to 19-year olds—Mr. Régimbal summed up the reasons for the difference in wages to the detriment of young people as follows: lack of training, poor output, regulations concerning the employment of young people and frequent changes of jobs.

According to the speaker, who is Assistant to the President of Ayers Limited at Lachute, the problem lies especially in the atmosphere of the home. "If it is a home in which the lure of gain takes precedence over every other consideration, it will be a very difficult matter to keep the young man in school or at his apprenticeship. He will want to be 'making money' as soon as possible."

Mr. Régimbal also stressed the need for well-organized vocational guidance, especially the care that must be exercised in following up persons to whom guidance has been given.



## Hon. Léon Balcer

Speaking at the banquet on Monday evening, Hon. Léon Balcer, Solicitor General of Canada, said that the future prosperity of Canada depends on the investment by Canadians of their income in the possession and development of the natural resources and the means of production of our country.

Without denying the contribution made by foreign capital, Mr. Balcer pointed out, nevertheless, that it was this capital that placed the Canadian dollar at a premium over foreign currency.

"The best way to counterbalance the effects of this premium of the Canadian dollar," he suggested, "is by increased participation of Canadian capital in the development of our resources."

The speaker also advised his listeners to practise economy, pointing out that the Government, too, intends "to practise a healthy economy in its administration, to avoid waste and to make its services more effective and more realistic".

He specified that the federal Government "realizes that it is not its role to spend the taxpayers' money, but rather to attempt in every way possible to leave them as much as possible so that they may invest it. We are convinced," he said, "that no stone must be left unturned to lighten the tax burden."

Mr. Balcer took advantage of the fact that his audience included an imposing number of businessmen from 20 countries to paint a picture of the economic development of Canada and to praise its industrial progress.

Among other things he mentioned that:

—Canada holds fourth place with regard to foreign trade, sixth place with regard to national income derived from manufactured articles, second place as far as the national income of the Canadian citizen from manufacturing is concerned.

—The production of cement has tripled since the last war, the production of steel is two and a half times as large, and the production of copper and nickel has doubled.

—In 15 years there has been an increase of 50 per cent in the production of newsprint and other wood products, the amount of iron ore produced increased from 1,500,000 tons in 1946 to 22,500,000 in 1956, in 15 years the production of oil rose from 7,500,000 barrels to some 170,000,000 barrels, and the production of hydro-electric power amounted to 84,000,000,000 kilowatt hours in 1956, double what it was in 1946.

—The value of manufactured products rose from about \$8,000,000,000 in 1946 to

\$21,500,000,000 in 1956, an increase of 175 per cent in value and 50 per cent in volume.

The Solicitor General described the results of Canada's rapid expansion as follows:

In ten years' time the population has risen from 12.3 million people to 16.1 million, a 30-per-cent increase.

The number of workers hired has increased by 21 per cent, from 4.7 million to 6 million.

Rising from \$12,000,000,000 to \$30,000,000,000, the gross national product has undergone a 53-per-cent increase in volume and a 150-per-cent increase in value.

The real average income of the individual rose from \$800 to \$1,400—an 80-per-cent increase.

The Minister also pointed out that Canada is placing a larger proportion of its national income in capital investment than any other industrialized country in the free world.

"Last year," he explained, "we invested 26 per cent of our national gross product. This year, with a capital investment program amounting to \$8,700,000,000, probably 27 or 28 per cent of our resources will be used for that purpose."

## The Rôle of the Moral Adviser in a Christian Employers' Movement

The rôle of the moral adviser in a Christian movement was examined by Rev. Charles E. Mathieu, adviser to the PAI, in the committee dealing with "Catholic Employers' Movements," presided over by Lt.-Col. Wilfrid Girouard.

Laying down the principle that "it is the right and the duty of the Church to intervene in the economic and social sphere," the speaker stated that the duties of the moral adviser are fivefold, namely: to pray, to sanctify, to teach, to advise and to represent.

Father Mathieu dwelt at greater length, however, on the relations that should exist between laymen and their moral adviser. These particular attitudes he summed up as follows:

1. The priest must never forget that laymen are the only persons really responsible for the guidance of the movement conducted by them.

2. The employer must not expect or hope that the priest will be a partisan or a defender of "the employers' cause".

3. In view of the relationship which must exist between the temporal and the spiritual, care must be taken not to decide the question in too simple a manner, by saying: "The laity shall have charge of the temporal and the clergy of the spiritual".

4. The moral adviser must have universal charity and great tact.

5. The layman must never forget that the priest remains fully human.

6. Laity and clergy must realize that co-operation between them is a source of natural enrichment.

### **Reciprocal Duties of the Business Executive and the Government**

Prof. A. H. M. Albregts of the Netherlands, General Secretary of the IUCEA, said that the State ought to respect the vital powers that are alive among the people and should consider private initiative as a good which is desirable for society.

"The State cannot intervene when intervention is unjustified," he added; "allowance should be made for private enterprise, and if intervention becomes necessary, it should be limited to what is strictly required."

Mr. Albregts, Professor in the Faculty of Economic and Social Science of the University of Tilbourg, and former Minister of Productivity, spoke to the committee on "Action in the State," presided over by J. Vidal Gironella of Spain.

"Private enterprise in the realm of regard for prosperity," he said, "supported by the authorities, is preferable to direct government interference, and when rendering support to private enterprise the State should not endanger the independence of the latter."

The principle of "subsidiarity" must, as it were, be utilized in all its forms. Under a democratic system all free communities, with their innumerable objectives, their means and their forms, may bear witness to a prosperous social life, and the State, although it lies at the basis of this life, does not embrace and complete these activities, but its own life will be completed and perfected by the activities of the free communities.

Continuing on the principle of "subsidiarity", Mr. Albregts based his statements on a quotation from Pope Pius XII:

The things private persons can do themselves and with their own means should not be taken away from them to be given to the community. This principle applies to the smallest groups of minor importance as much as to the larger, more important groups. All social activities are of a subsidiary nature and should serve as means of sustenance of the members of the social body, but they should never destroy nor absorb them.

Drawing the conclusions that are of importance to employers, the speaker said:

The function of the business executive is of eminent importance even in the strict field of his activities. In his concern he constitutes a working community in which initiative, responsibility and individual action should be conceived in such a way that the State can be contented with playing a limited role.

In order to prevent the reciprocal duties of the business executive and the State from hampering the development of individual and collective economic activities in any way, the most human qualities of employers must be demonstrated and cultivated: honesty, respectability, stimulation of responsibility, placing confidence in and fair and charitable relations with one's associates.

Few prominent people can achieve so much in the realization of organic relations as the business executive in his undertaking, in his relationships both on the industrial and on the national level. Thus free society, generally based on the principle of private enterprise and the private ownership of the means of production, regulates itself in accordance with the principle of "subsidiarity".

### **Hon. Maurice Duplessis**

"There is not a single economic system which respects the dignity of the human being like the system of free, private enterprise, provided Capital and Labour think as much of their obligations as they do of their rights," said Hon. Maurice Duplessis, Premier of Quebec, when he spoke at a dinner at Quebec given by the provincial Government to the delegates attending the convention.

The Premier stressed the fact that free enterprise is the only economic system capable of ensuring peace between groups and the prosperity of nations. He rejected socialism and communism as economic systems "repugnant to our ideal as a Christian people".

Free enterprise is the only system which can lead to prosperity, since it respects the fundamental right of man to private property; it is the only inducement capable of leading man to extend his domain, as well as that of society.

The Premier reminded his listeners that the right of association applies to employers as well as to employees.

Workers and employers, he said, must base their relations on the public interest. "Neither one of these groups can promote interests which would be contrary to the general good. On the other hand, the general good should never be realized by sacrificing the legitimate interests of employer and employee."

### **Bernard Jousset**

During the luncheon on Friday, Bernard Jousset of Paris, President of the French Christian Employers' Centre, spoke briefly in favour of savings on the part of Labour.

Mr. Jousset, who is a Vice president of the IUCEA, said that it is absolutely necessary, for the proper functioning of our economic system, for working people to save.

He explained the plan adopted in his concern, according to which the company

pays the worker a premium, which he can either spend or invest. If he invests it, the company pays the employee, at the end of the year, an amount equal to the sum saved and invested. (This capital is generally invested in concerns other than the one in which the employee works.)

The workers in the concern under Mr. Jousset's direction are so well satisfied with this plan, he said, that they have always wanted it to be kept on, even during the difficult periods which France has had to go through.

According to Mr. Jousset, "we must attain to the generalization of capitalism among the workers on the technical level".

### **Msgr Maurice Roy**

His Excellency Msgr Maurice Roy, Archbishop of Quebec and Primate of the Church in Canada, also spoke at the close of the Friday luncheon, pointing out two responsibilities which devolve on the business executive in the realm of Christian living.

The first of these responsibilities concerns the employer's relations with his employees. Msgr Roy called on the employers to effect a unity of co-operation between employers and employees.

Stressing the fact that such unity requires generous and persevering co-operation on both sides, the prelate said that "neither the workers nor the employers are excused from doing their best to attain it".

Stating that the unity of the employees' union is always weaker than the unity of the concern and even than that of an employers' association, Msgr Roy emphasized the importance of the employers' rôle, in view of the fact that they are better equipped to ensure the unity of the group.

He added:

The employees' union is made up of members whose cohesion is relatively weak because none of them are very well prepared to understand the conditions of common action. The professional or occupational task assigned to each employee is a very particular one; it fits him less easily and less perfectly to see things as a whole and to take common action; hence the uneasiness and the tension often found in employees' unions, due to the fact that they do not possess a sufficient amount of that strong inner cohesion which makes for calm and prudence in social life.

Employers must therefore profit by the privileged position in which they find themselves to work for unity, that is to say, in a word, for the good of the entire profession. This is not a question of paternalism, but of a more enlightened and broader co-operation, in which he who has received more recognizes the fact that he must give more.

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## **13<sup>th</sup> Annual Convention of the PAI**

The 13th annual convention of the Professional Association of Industrialists coincided with the holding of the 14th world convention of the International Union of Catholic Employers' Associations, the members of the PAI taking advantage of the fact that outside delegates to the world employers' convention were visiting either Montreal or Quebec to hold their meetings.

On this occasion the retiring President and the directors of the various services reported on their activities.

### **President's Report**

Lt.-Col. Hervé Baribeau, retiring President, presented an interesting picture of the activities of the PAI during his three years as President, mentioning, among other things, the creation of a Public Relations Service, the setting up of a Board of Governors, the formation of a mutual financial aid committee, the publication of a directory and the presentation of briefs to the Ottawa and Quebec governments, as well as to various boards of inquiry.

### **General Secretary's Report**

Claude Lavery, General Secretary, reported on the internal management of the PAI and on the organization of the secretariat itself.

He drew the attention of Quebec employers, however, to what he called the "politization" of organized labour, that is the tendency of the labour organizations to "raise to the public and political level disputes which, although they are collective in nature, are of private origin".

The development of the technological world around us, the technical progress made during the last few years within our concerns, the automation at the very doors of our plants, the unionization not only of the working or productive staff, which is a fact, but the unionization of the administrative staff or advisers to management, and of the office staff, which is being carried on more and more vigorously, make it necessary for employers to base the carrying out of their duties and of their mission on economic commodities which are constantly on the watch for and even in advance of the problems which arise.



## Public Relations

J. G. Lamontagne, Director of Public Relations, stressed the fact that the year 1956-57 was a year of remarkable expansion. In support of his statement he revealed the fact that 147 new members had been recruited during the year, which brings the total number of regular members to more than 600 (over 1,000 active members).

As for the new year, he described it as a year of regional consolidation, of more intense attachment of the members to the Association and of deeper penetration of the PAI.

## Industrial Relations

"We have not ceased to maintain close and correct relations with all union organizations in the province," said Arthur Matteau, Director of the Industrial Relations Service.

Stating that his Service has acted as mediator in the bargaining of collective agreements on 104 occasions, Mr. Matteau pointed out that "a number of union representatives do not hesitate to say that they prefer now to bargain with the representatives of the Service, because we are prepared to co-operate with a view to an understanding and to the establishment of healthy and durable labour-management relations".

Mr. Matteau also suggested that employers take inspiration from the gestures of solidarity made recently by organized labour and that they too carry into effect "necessary and desirable mutual aid among employers".

## Economic and Social Studies

G. H. Dagneau, Secretary of the Economic and Social Studies Service, presented a report on the activities of his Service.

He stressed the research work done by his Service, including research into equal pay for women and concerning employers' associations throughout the world.

## Elections

Paul D. Normandeau of Drummondville was elected General President of the PAI, to succeed Lt.-Col. Hervé Baribeau of Lévis.

The two Vice Presidents are Lucien Arcand, Victoriaville, and Fernand Girouard, Montreal. Eugène Gibeau of Montreal was elected Honorary President of the organization for life.

The Executive Committee also includes: Bertrand Langlois, Terrebonne, Honorary Treasurer; J. A. Forand, Plessisville, delegate to the Board of Governors; Joseph Vachon, Ste. Marie de Beauce, Assistant to the Executive; Rev. Charles Mathieu, Montreal, ecclesiastical adviser; and Claude Lavery, also of Montreal, legal adviser.

Members of the Board of Directors are: Marcel Allard, Montreal; Maurice Augustin, St. Hyacinthe; Lionel Baril, Princeville; Paul Beaulieu, Chicoutimi; Horace P. Boivin, Granby; Jacques Brillant, Rimouski; Léopold Carrière, Lachute; Fernand Cayouette, St. Hyacinthe; Wilfrid Cliche, Valley Junction; Robert Collard, Quebec; Lucien Corbeil, Montreal; Lionel Couture, Chicoutimi; Léon Dancosse, Mont Joli; Homer Dufresne, St. Pie de Bagot; Paul H. Frigon, Drummondville; Denis Germain, Sorel; Wilfrid Girouard, Montreal; C. E. Grenier, Quebec; J. G. Lamontagne, Montreal; Aimé Laplante, Montreal; Léonard Lauzon, Montreal; J. E. Marcoux, Thetford; Charles Maltais, Alma; Maxime Mireault, Montreal; Roger E. Régimbal, Lachute; Hector Roberge, Quebec; Arthur Simard, Sorel; Joseph E. Soucy, Chemin du Lac; Albert Thibeault, Grand'Mère; and Armand Turgeon, Plessisville.

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Paid workers in Canada received an estimated \$1,337,000,000 in August in the form of wages, salaries and supplementary labour income, the Dominion Bureau of Statistics has announced. This total was 1.9 per cent greater than July's revised total of \$1,312,000,000 and 9.1 per cent greater than the year-earlier total of \$1,236,000,000.

The number of paid workers in the month increased 0.4 per cent from the previous month and 3.2 per cent from a year earlier.

Gains were recorded in all main industry groups both in August and the January-August period. August totals (with year-earlier totals in parentheses) were: agriculture, forestry, fishing, trapping and mining, \$103,000,000 (\$98,000,000); manufacturing, \$402,000,000 (\$382,000,000); construction, \$113,000,000 (\$108,000,000); utilities, transportation, communication, storage and trade, \$347,000,000 (\$319,000,000); finances and services (including government), \$326,000,000 (\$286,000,000); and supplementary labour income, \$46,000,000 (\$43,000,000).

# 28<sup>th</sup> Annual Meeting of the Canadian Chamber of Commerce

Inflation, strikes, laws to control unions, and smallness of Canada's merchant shipping fleet among subjects discussed by delegates. Panel discussion is held on the subject, "Productivity, Key to Prosperity"

Inflation, strikes, proposed new laws to govern unions, and Canada's small merchant shipping fleet were among numerous matters of concern to Labour and Management discussed by 700 delegates to the 28th annual meeting of the Canadian Chamber of Commerce, held in Victoria, B.C., in the latter part of September and early October.

A panel discussion, including labour and management personnel, considered the topic "Productivity, Key To Prosperity". Dr. Eugene Forsey, CLC Research Director, represented Labour on the panel, while management members were H. J. Clawson, Director of Industrial Relations, Steel Company of Canada and Edward Benson, Consolidated Mining and Smelting Company of Canada Limited; the independent member of the panel was Prof. J. C. Cameron, head of the Industrial Relations Department of Queen's University, Kingston, Ont.

## Panel Discussion

During the discussion, Dr. Forsey said:

"For you people, strikes bulk large. That's natural. They're a nuisance to you and you're inclined to think they're our fault. I wonder if it ever occurs to you that they may be yours; that what you tend to think of as labour trouble may really be employer trouble."

Dr. Forsey noted that the percentage of time lost through strikes from 1919 to 1956 was never greater than three-fifths of one per cent. The time lost last year through illness, on the other hand, was 13½ times as great.

No one is more against strikes than the workers, unless it is trade union leaders, Dr. Forsey asserted, though "I must add firmly that there are worse things than strikes, and that they are still the only way of making clot-headed employers see reason".

Mr. Clawson said that since 1946 wages had increased twice as fast as productivity. He felt that economists were not talking through their hats when they talk of wage inflation.

"We must examine critically the role of organized labour with its traditional slogan of 'more and more for less and less'," said Mr. Clawson.

"slowdowns or controlled production are a common union device which can seriously impair rate of output...."

"I suggest that the most effective way to curb inflationary effects of labour monopoly is by curbing the monopoly itself."

He did not think that the government-supervised strike vote was the answer.

"If labour leaders themselves show little or no moderation in their demands, what grounds are there for believing that their constituents will be any less irresponsible?"

Mr. Benson also felt that the remedy for inflation was a moderation in the demands of organized labour. "I think that the leaders of organized labour should exact wage demands from business generally in keeping with the country's long-term ability to increase its rate of production," he said.

Prof. Cameron did not place the responsibility for inflation on either Management or Labour. He said:

Many competent economists say that we do, however, face a problem in that wage increases in recent years have tended to outrun the rise in productivity. If such is the case, then what is wanted is a broader understanding of the fact that wage rates and productivity are intimately related—if wages are pushed up faster than productivity prices are forced up so that part of the wage increase is thereby washed away.

He felt that a solution might lie in devising an index to measure increases in production. It might be possible thus to relate wage increases to increases in production and to secure the acceptance by both Labour and Management of the validity of wage increases of this magnitude.

## Resolutions

Delegates agreed to ask the British Columbia Government to enact legislation that would abolish special privileges granted to unions. This referred to the terms of the Trade Union Act which does not allow a union, or its trustees, to be held liable

*(Continued on page 1381)*

# Rehabilitation Institute of Ottawa

Representatives of 55 groups affiliated with Ottawa Welfare Council approve establishment of institute to promote health, welfare of disabled persons, advance their education, employment, social well-being

The Rehabilitation Institute of Ottawa was established September 30, when a constitution was approved for the organization by representatives of 55 groups affiliated with the Ottawa Welfare Council.

The Institute will promote the health and welfare of disabled persons, and advance their education, employment and social well-being.

Dr. Samuel Mirsky was named Chairman of the Institute and President of the executive. Other executive officers are: Dr. E. P. Laberge and T. M. Saunders, Vice Presidents; Lawrence Ryan, Secretary; Bernard Benoit, Treasurer.

Three months from its inception, the Institute hopes to have established a central administrative headquarters to facilitate its purposes. The centre will meet the physical, social, psychological and vocational needs of disabled persons.

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The Forest Hill Rehabilitation Centre, being built in Fredericton, N.B., at a cost of \$190,000, is nearing completion and may be in operation by the end of the year. Grants towards the centre amounting to \$70,000 have been made by the federal and provincial Governments. The balance of the money is being contributed by business firms in the province.

Brochures describing the premises and the work that will be done in them are available from the New Brunswick Department of Health and Social Services.

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Persons over 50 years of age account for less of the absenteeism recorded by industry than those under 50, it has been found through a survey conducted by the Quebec Division of the Health League of Canada.

The survey also shows that the rate of absenteeism among the physically handicapped is low, and prompts the League to recommend to employers the advisability of giving work to the handicapped whenever a job suitable to certain types of disability has to be filled.

Absenteeism is a costly item on the industrial front. It has been estimated that employees in the United States have

through absenteeism cost industry as much as \$10 billion in a single year. On a ratio basis, the cost to Canadian industry would amount to hundreds of millions of dollars.

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An article describing how Abilities, Inc., West Hempstead, N.Y., is planning to utilize the complex machinery that industry will adopt in the future—the machinery resulting from the introduction of automation—is published in the July issue of *Advanced Management*.

Abilities, Inc., is a company founded in 1952 to provide employment for the physically disabled—all employees are, and must be, seriously disabled. The article, "Can Disabled Workers Meet the Demands of Automation?" was written by Henry Viscardi Jr., President of the company.

"On the brink of the atomic era with great advances in technical know-how available to all of us, the disabled worker should be able to compete more than ever before, provided he is not handicapped by the ignorance, aversion and prejudice towards the disabled which remain with us from previous eras," says Mr. Viscardi in the concluding paragraph of his article.

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The article, "Co-ordination of Rehabilitation Services in Canada," by Ian Campbell, National Co-ordinator, Civilian Rehabilitation, that appeared in the January issue of the *International Labour Review* has been reprinted. The reprint is available at a cost of 15 cents per copy from the Canada Branch, International Labour Office, 202 Queen Street, Ottawa 4.

A summary of Mr. Campbell's article was published in the *LABOUR GAZETTE*, April issue, page 433.

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Edward Sewell, master of social work, McGill University, Montreal, has joined the staff of the provincial co-ordinator of rehabilitation for the province of New Brunswick. Mr. Sewell is a native of Lower Caraquet, and holds B.A. and B.Ed. degrees from the University of New Brunswick.



# Jobs for Older Women Workers

Assistant to U.S. Secretary of Labor says "salesmanship" the key to finding jobs for older workers. U.S. city has career clinic to help older women re-enter labour force. Women's Bureau formed in Israel

"Salesmanship is the key word in finding jobs for older workers," according to Mrs. Alice K. Leopold, Assistant to the United States Secretary of Labor for women's affairs.

"Salesmanship must be developed both by the job-seeker and by the placement counsellor—the idea must be sold, the employer convinced," said Mrs. Leopold in a recent address.

She mentioned a prediction that five million more women will be working by 1965 than in 1955, and statements of experts who assert that most of the increase in the adult population in the United States in the future will be in the age group of 45 and over—"vital statistics that add up to the need for acceptance of the older worker".

"Department of Labor statistics have shown," continued Mrs. Leopold, "that older workers are here to stay. Here are some facts about them:

"The performance and production of older workers are comparable to those of younger workers. They are as quick to adjust to new jobs and new conditions in spite of the arguments that they are inflexible and lack adaptability. They respond well to re-training for new skills, and create a stabilizing influence on the job."

\* \* \*

A career clinic for the purpose of grooming older women for re-entry into the business world operates in Cleveland, Ohio, with personnel specialists, employment agency operators and a professor of sociology acting as mentors to the students.

Within two weeks after the first graduation, 11 of the students had clerical posts. Two others were taking specialized courses. One pupil, a 45-year-old former waitress and factory assembler, was on her way towards becoming a real estate agent.

Before being admitted to the sessions, prospective office workers are screened for general ability, clerical aptitude and interest.

The typical career clinic consists of no more than two dozen women. About 80 per cent are married, many with grown and married children.

Sessions are held in the afternoons on the theory that the woman who can't get away

from her home responsibilities during the day is not ready to hold a position.

Teacher and class explore the possibilities of jobs where specified skills are not required. Counsellors list industries where such jobs are most likely to be found, and employers explain just what they are looking for in employees.

Classroom techniques include lectures and conference discussions.

\* \* \*

Women seeking legislation to improve working standards were cautioned by one of their sex at a recent meeting in Long Beach, Long Island, to guard against the pitfalls of protective laws that apply to women only.

Mrs. Isabella Jones, a special assistant of the Department of Health, Education and Welfare, and Pennsylvania State President of the Federation of Business and Professional Women's Clubs, said women were too frequently tempted to accept protective laws for themselves, such as those applying to night-shift duty and work in heavy industry.

"Such jobs are then closed to them, and yet, many women could easily cope with such jobs."

She felt that laws promoting health and safe work standards should be enacted for all the labour force, to work equally for men and women.

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A special bureau for working women has been set up in Israel within the Trade Union Department of Histadrut.

Specifically, the Bureau will attempt to increase the female labour force; study closely labour legislation in relation to women's employment; promote vocational training and provide various other information and training services; safeguard women's interests and familiarize them with their legal rights and the social benefits to which they are entitled as workers; plan for the proper organization of women employees, especially those in services and domestic work who are labouring under unfavourable conditions, and train women for fuller participation in works councils and in the trade union movement in general.

## 50 Years Ago This Month

Signs that business boom slowing down were apparent in October 1907  
Employment lower but no labour surplus reported, although building activity less because of "continued stringency" of the money market

Some signs that the business boom was slowing down were apparent in October 1907.

The LABOUR GAZETTE for November stated that, "compared with the corresponding period of 1906, the amount of general employment was less, though no surplus of labour was reported." It also said there was a "falling off in the activity of building, owing largely to continued stringency in the money market," adding that "the cessation of civic improvement work and other outside employment also placed a number of men upon the market."

Those who were laid off, however, had no trouble in getting work in the railway construction camps, "which were short of men, and which promised active operations throughout the winter". There was also "a marked scarcity" of men for work in the winter lumber camps of Ontario and Quebec. But the labour shortage which prevailed during September in the coal mines of Nova Scotia had been relieved by the return of harvesters from Western Canada, and in British Columbia there was some lessening of activity in the lumber mills and camps.

The cost of living was considered to be high. The price of wheat was above \$1 a bushel, and other grains and hay "reached the highest price in several years past". Following the advance in wheat prices, flour had risen to \$5.75 compared with \$4.30 in May. Bread had also gone up in price. The LABOUR GAZETTE's Saint John correspondent said that creamery butter was 37 cents a pound, and that fresh eggs were selling at 35 to 40 cents a dozen. "Beginning with November 1, 8 cents per quart will be charged for milk," he added.

A closed shop for new employees was established by a five-year agreement between a committee representing the Employing Printers of Montreal and a committee representing the International Typographical Union, Montreal Typographical Union No. 176, and Jacques Cartier Typographical Union No. 145. However, the agreement stipulated that "present employees, whether union or non-union, are not to be interfered

with, nor are the said employers to be asked to enforce any regulations of the unions in regard to their men".

It added that "employers are to have the privilege of employing non-union men at higher than union scale where union men of equal ability are not available."

Wages established for hand compositors under the agreement were \$14 per week of 48 hours from June 1, 1907, to December 31, 1908; \$15 from January 1, 1909, to June 30, 1911; and \$16 from July 1, 1911, to June 30, 1912. Machine operators were to be paid \$1 a week more than the hand compositors.

Overtime rates were set at time-and-a-half for the first three hours, and after that double time, until December 31, 1908. After that date the rate was to be time-and-one-third for the first three hours, and double time thereafter. The night shift premium was 15 per cent.

"During October," the LABOUR GAZETTE reported, "a circular was sent out by the executive of the Trades and Labour Congress of Canada to the various unions affiliated with the Congress, requesting an assessment of 10 cents on each member for the purpose of raising a fund to enable the Congress to send a representative to Great Britain for the purpose of disseminating information with regard to conditions in the labour market in Canada."

The LABOUR GAZETTE published a short article describing the system of technical education which had been established in Nova Scotia by an act of the Legislature passed in April. Under this act, technical schools were to be organized at Sydney, Amherst, Halifax, and New Glasgow. Subjects taught were: English, Practical Arithmetic, Practical Geometry, Mechanical Drawing, Architectural Drawing, Mechanism, Electricity, and Chemistry.

"The teachers are for the most part men engaged in practical work, who hold positions of responsibility in various industries," the LABOUR GAZETTE reported. "A number of the instructors have previous practical teaching experience, besides being eminently fitted from long experience in having acquired just such knowledge as the working men need."



An example of employee-employer communication at its best was given in a recent open meeting of the labour-management committee and employees of the Winnipeg Central Heating Company. About 55 employees, members of the Winnipeg Central Heating Unit, One Big Union (CLC), attended the meeting.

The employees were addressed by J. J. Rathgeber, President of the company, who outlined the history and function of the committee. He said:

"First of all I would like to welcome you all to our meeting and to explain our reason for inviting you to this, our regular monthly meeting of the Labour-Management Production Committee. You all know something about this Committee, but we thought it would be of interest to you to learn more about it and also to see it in operation.

"This Committee was formed in December of last year. Representing the staff are a member and two alternates from the steam plants, a member and an alternate from the combined underground, sub-station and service departments, and a member and alternate from the office and meter room. The alternate members attend in the absence of the regular committee members.

"The Committee meets regularly on the third Tuesday in each month. The usual procedure, after adopting the minutes of the previous meeting, is to hear a report from the management on suggestions approved by the Committee at the previous meeting and passed on to management. Then new suggestions are presented to the meeting, and discussed. Those approved are then referred to management.

"Since our meetings began there have been 27 suggestions come before the Committee. These were all approved by the Committee. Of the 27, 19 were adopted and the other eight were turned down.

"Speaking for the Company I can say that we are well satisfied with the results so far. Suggestions have been constructive and well thought out. Those suggestions not accepted by the Company were in most cases turned down because they required an expenditure without a sufficient saving in expenses.

"I would like to thank you for the suggestions you have submitted and to ask you to continue to think about how we can do things better. You can be sure that even though your suggestions may not always be accepted they will be given fair consideration by the Committee."

\* \* \*

Originally begun on a trial basis, the labour-management committee at the Windsor Paint Works of Canadian Pittsburgh Industries Limited has now been permanently established at this plant. The decision to experiment with joint consultation was made at a meeting between management and employee representatives from Local 341A of the Oil, Chemical and Atomic Workers International Union (CLC), the bargaining agent.

Describing the events leading to the permanent establishment of the labour-management committee, a company official said:

"Since this first meeting, the Committee has met once each month. It was felt by both labour and management that the results achieved by the Committee have been so worthwhile that it should continue permanently.

"During the short life of the Committee a number of important topics have been presented for discussion by both management and labour, and beneficial results achieved. A housekeeping award system has been started, the suggestion system streamlined, and a social and recreational committee organized to look after off-duty group activities of the employees. The Committee has been a morale booster as general information is more freely available to all interested employees of the Company."

\* \* \*

The results of a recent enquiry by the National Council of Production Committees in Norway show that 195 committees were in operation between June 1, 1955, and June 30, 1956. The production committees were established by an agreement between the Norwegian Confederation of Trade Unions and the Norwegian Employers' Confederation.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.



# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board did not meet during September. During the month, the Board received fourteen applications for certification and allowed the withdrawal of one application for certification.

### Applications for Certification Received

1. Local 1554 of the Canadian Labour Congress, on behalf of a unit of employees of Northspan Uranium Mines Limited, Elliot Lake, Ont. (Investigating Officer: A. B. Whitfield).

2. International Longshoremen's and Warehousemen's Union, Local 512, on behalf of a unit of warehousemen employed by the Canadian Stevedoring Company Limited at National Harbours Board docks in Vancouver. (Investigating Officer: D. S. Tysoe).

3. Marine Checkers and Weighers Association, Local 506 of the International Longshoremen's and Warehousemen's Union, on behalf of a unit of checkers employed by the Canadian Stevedoring Company Limited at National Harbours Board docks in Vancouver. (Investigating Officer: D. S. Tysoe).

4. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of employees of Canadian Stevedoring Company Limited, comprising ships' gangs employed at National Harbours Board docks in Vancouver. (Investigating Officer: D. S. Tysoe).

5. Local No. 139-G, United Construction Workers' Division of District 50, United Mine Workers of America, on behalf of a unit of building employees employed by the Central Mortgage and Housing Corporation at its Benny Farm Housing Project, Montreal. (Investigating Officer: C. E. Poirier).

6. International Association of Machinists, Beaver Lodge No. 182, on behalf of a unit of employees of the Canadian Pacific Railway Company employed in its equipment shops at Vancouver. (Investigating Officer: D. S. Tysoe).

7. International Union of Operating Engineers, Local 796, on behalf of a unit of stationary engineers and helpers employed by Stanleigh Uranium Corporation Limited, Township 149, District of Algoma, Ontario. (Investigating Officer: A. B. Whitfield) (see applications withdrawn, below).

8. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local 419, International Brotherhood of Teamsters, Chauffers, Warehousemen and Helpers of America on behalf of a unit of employees of Val d'Or Transport Limited operating in and out of its Toronto terminal. (Investigating Officer: A. B. Whitfield).

9. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605, International Brotherhood of Teamsters, Chauffers, Warehousemen and Helpers of America, on behalf of a unit of employees of Prairie Pacific Transport Ltd. operating in and out of its terminals at Edmonton, Alta., and Burnaby, B.C. (Investigating Officer: D. S. Tysoe).

10. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605, International Brotherhood of Teamsters, Chauffers, Warehousemen and Helpers of America, on behalf of a unit of employees of Northern Freightways Limited operating in and out of its terminals at Dawson Creek, Fort St. John and Fort Nelson, B.C., and Peace River and Edmonton, Alta. (Investigating Officer: D. S. Tysoe).

11. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605, International Brotherhood of Teamsters, Chauffers, Warehousemen and Helpers of America, on behalf of a unit of employees of Gill Interprovincial Lines Ltd., Vancouver. (Investigating Officer: D. S. Tysoe).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

12. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605, International Brotherhood of Teamsters, Chauffers, Warehousemen and Helpers of America, on behalf of a unit of employees of The British Yukon Navigation Company, Limited, operating in and out of its terminal at Whitehorse, Y.T. (Investigating Officer: D. S. Tysoe).

13. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605, International Brotherhood of Teamsters, Chauffers, Warehousemen and Helpers of America, on behalf of a unit of employees of East-West Transport Ltd. operating in and out of its terminal at Burnaby, B.C. (Investigating Officer: D. S. Tysoe).

14. General Drivers, Warehousemen and Helpers, Local 979 of the International Brotherhood of Teamsters, Chauffers, Warehousemen and Helpers of America, on behalf of a unit of employees of John Kron & Sons Ltd. at Winnipeg. (Investigating Officer: J. S. Gunn).

#### Application for Certification Withdrawn

International Union of Operating Engineers, Local 796, applicant, and Stanleigh Uranium Mining Corporation Limited, Township 149, District of Algoma, Ontario, respondent (see applications received, above).

### Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

# Conciliation and Other Proceedings before the Minister of Labour

## Conciliation Officers Appointed

During September, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Northspan Uranium Mines Limited, Algom Uranium Mines Limited, and Pronto Uranium Mines Limited and International Union of Operating Engineers, Local 796 (Conciliation Officer: F. J. Ainsborough).

2. Shell Canadian Tankers, Limited (MV *Western Shell*) and Seafarer's International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

3. Northern Telephone Company Limited, New Liskeard, Ont., and Communications Workers of America (Conciliation Officer: F. J. Ainsborough).

4. Canadian Pacific Railway Company (B.C. Coast Steamship Service), Canadian National Railways (Barge and Ferry Service, Port Mann, B.C.) and Canadian National Railways (Pacific Coast Service) and National Association of Marine Engineers (Conciliation Officer: G. R. Currie).

5. Canadian Pacific Railway Company (B.C. Coast Steamship Service), Canadian National Railways (Barge and Ferry Service, Port Mann, B.C.) and Canadian National Railways (Pacific Coast Service), and Canadian Merchant Service Guild, Inc. (Conciliation Officer: G. R. Currie).

6. F. M. Yorke and Son Limited, Vancouver, and Local 509, International Longshoremen's and Warehousemen's Union (Conciliation Officer: G. R. Currie).

7. Canadian Pacific Air Lines, Limited, Vancouver, and Local 28, Hotel and Restaurant Employees' and Bartenders' International Union (Conciliation Officer: G. R. Currie).

8. Union Steamships Limited and Tidewater Shipping Company and National Association of Marine Engineers (Conciliation Officer: G. R. Currie).

9. Westward Shipping Limited (MV *British American*) and Seafarer's International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

10. Shell Canadian Tankers, Limited (MV *Western Shell*) and National Association of Marine Engineers (Conciliation Officer: G. R. Currie).

11. Canadian Pacific Railway Company, British Columbia Coast Steamship Service (Maintenance Shop, CPR Pier, Vancouver) and Vancouver CPR Shipyards Worker's Union, Local 1552 (Conciliation Officer: G. R. Currie).

12. Shell Canadian Tankers, Limited (MV *Western Shell*) and Canadian Merchant Service Guild, Inc., (Conciliation Officer: G. R. Currie).

## Settlements by Conciliation Officers

1. National Harbours Board, Port of Montreal (grain elevator shovellers), and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: R. Trépanier) (L.G., Oct., p. 1208).

2. Cayuga Steamship Company Limited and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough) (L.G., March, p. 312).

3. Hill the Mover (Canada) Limited, Toronto, and Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough) (L.G., June, p. 712).

## Conciliation Boards Appointed

1. Canadian Pacific Railway Company (B. C. Coast Steamship Service), and Canadian National Steamship Company Limited and Seafarer's International Union of North America, Canadian District (L.G., Sept., p. 1075).

2. Imperial Oil Limited (MV *Imperial Nanaimo*, MV *Imperial Namu* and Barge No. 10) and Seafarers' International Union of North America, Canadian District (L.G., Oct., p. 1208).

## Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in September to deal with a dispute between Canadian Pacific Railway Company (British Columbia Coast Steamship Service) and Canadian National Steamship Company Limited and Seafarers' International Union of North America, Canadian District (see above) was fully constituted in September with the appointment of F. E. Harrison, Vancouver, as Chairman. Mr. Harrison was appointed in the absence of a joint recommendation from the other two members, R. A. Mahoney and Owen E. Mason, both of Vancouver, who were previously appointed on the nomination of the Company and Union respectively.



## Board Reports Received

1. Faraday Uranium Mines Limited, Bancroft, and Local 1006, International Union of Mine, Mill and Smelter Workers (L.G., Aug., p. 970). The text of the report is reproduced below.

2. Greyhawk Uranium Mines Limited and International Union of Mine, Mill and Smelter Workers (L.G., Sept., p. 1076). The text of the report is reproduced below.

3. Canadian National Railways (Canadian National Newfoundland Steamship Service) and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Sept., p. 1076). The text of the report is reproduced below.

4. McCabe Grain Company Limited (Seed Plant Division) St. Boniface, Man., and International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., Sept., p. 1076). The text of the report is reproduced below.

5. Bicroft Uranium Mines Limited and United Steelworkers of America (L.G., Sept., p. 1076). The text of the report is reproduced below.

## Settlements Following Board Procedure

1. Bicroft Uranium Mines Limited and United Steelworkers of America (see above).

2. Faraday Uranium Mines Limited, Bancroft, and Local 1006, International Union of Mine, Mill and Smelter Workers (see above).

# Report of Board in Dispute between

Faraday Uranium Mines Limited

and

International Union of Mine, Mill and Smelter Workers

Your Board of Conciliation and Investigation, consisting of Drummond Wren, Union Nominee, and Alex Harris, Company Nominee, with His Honour Judge J. C. Anderson, as Chairman, met the representatives of the Company and the Union on July 22, 1957, at Bancroft, and on that day heard the full submissions of the parties with respect to the issues in dispute.

The Board again met the representatives of the parties at Bancroft on August 28, 1957.

At the meetings of the Board, the Company was represented by Mr. J. V. Cuff, Consultant of the Central Ontario Industrial Relations Institute; Mr. D. Wilson, Mine Manager and Mr. H. Brodie Hicks, Consulting Engineer.

The Union was represented at the meetings by Mr. R. L. Stevenson, Executive Board Member, District Number 2, with the following members of Local 1006: Manford Hoffman, C. Niemi, John H. Croshaw, E. A. Fechner, with the additional representatives being F. Gates, R. Small and M. Farrell, except that at the second meeting Mr. W. Longridge, Secretary Treasurer of the United Mine, Mill and Smelter Workers of Canada, replaced Mr. R. L. Stevenson.

Apart from agreement on a few mechanical contract clauses, the main points of disagreement, as referred to the Board, were as follows:

Joint Safety Committee, wages and hours, contract bonus system, welfare security coverage, statutory holidays, paid vacations, union security, seniority, grievance procedure.

On July 22, 1957, the matters in dispute were reviewed before the Board and the full submissions of the parties were heard by the Board and some progress was made in settling some minor contract clauses. But, although the Board met from 10 o'clock until 5.30, and again from 7.30 in the evening until after 11 o'clock, the Board was not able to help the parties completely resolve their dispute on this day.

Accordingly, the Board again met the parties in Bancroft on August 28, 1957, and after spending the full day in efforts at

During September, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between Faraday Uranium Mines Limited, Bancroft, Ont., and Local 1006, International Union of Mine, Mill and Smelter Workers.

The Board was under the chairmanship of His Honour Judge J. C. Anderson, Belleville, Ont., who was appointed by the Minister in the absence of a joint recommendation from the other two members, Alexander Harris and Drummond Wren, both of Toronto, nominees of the company and union respectively.

The text of the report is reproduced here.

conciliating the remaining issues in dispute, the parties entered into a Memorandum of Basis of Settlement, which they agreed to recommend to their respective principals for ratification. The Memorandum of Basis of Settlement is attached hereto and forms part of this Report, and your Board unanimously recommends that all issues in dispute between the parties be settled in the terms of the articles of the said Memorandum of Agreement.

All of which is respectfully submitted.

Dated at Belleville, Ontario, this 7th day of September, 1957.

(sgd.) J. C. ANDERSON,  
Chairman

(sgd.) ALEX HARRIS,  
Member

(sgd.) DRUMMOND WREN,  
Member

**MEMORANDUM OF BASIS OF SETTLEMENT** which the respective parties agree to recommend to their principals for ratification.

Agreement has been reached on the terms and conditions for a collective agreement by Faraday Uranium Mines Limited, Bancroft, Ont., and International Union of Mine, Mill and Smelter Workers, Local 1006, as follows:

1. All matters previously agreed upon shall form part of the agreement between the parties.

2. Article 3.01—as proposed by the Company with the addition of no discrimination with respect to race, colour or creed.

3. Article 3.02—as proposed by the Company that union activity be permitted as provided by the Agreement and as permitted by the Company.

4. Article 5.04. As last proposed by the Company.

5. Article 8.02. Agreed to delete the words “less any other earnings during the period of discharge”.

6. Article 9.03. As proposed by the Company with the addition of clauses (a) and (b), as contained in the Company brief.

7. Article 9.06 (c) Transferred to 9.05 to indicate that disciplinary action may be taken against an employee with respect to absenteeism.

8. Article 9.08—20-day provision changed to 15 days.

9. *Hours of work.* Provisions to be as proposed by the Company and as modified by agreement between the parties prior to the hearings of the Board of Conciliation.

10. *Overtime*—Agreed that overtime shall be paid after eight hours has been worked in any one day or after the total of scheduled hours for any one week has been

worked except that there shall be no pyramiding of overtime payments.

11. *Statutory Holidays*—as proposed by the Company except for the addition of Good Friday, New Year's Day and Thanksgiving Day.

12. Article 12.01 (c). Modified to remove the word “breakdown” and to insert the word “similar” before the word “circumstances”.

13. Article 13.01. Change provisions of two hours to read three hours.

14. Article 15.01 *Vacations.* As proposed by the Company except the provisions shall be modified as follows: Two years' service and less than 3 years, one week plus one day at 2½ per cent of the employee's annual earnings; three years' service and less than four years' service, one week plus two days at 2¾ per cent of the employee's annual earnings; four years' service and less than five years' service, one week plus three days at 3 per cent of the employee's annual earnings; five years' service and over, two weeks at 4 per cent of the employee's annual earnings.

15. Article 16.02. Add the words “or any safety committee which may be appointed by the Union”.

16. *Occupational Classification* shall be as last proposed by the Company.

17. The Company agrees to include a clause to provide for a voluntary check-off which may be cancelled by the employee in writing on 30 days' notice.

18. An exchange of letters will be made by the parties to the effect that contract miners will receive such wage increases as provided by this agreement.

19. *Wages.* It is agreed that mining department occupations as contained in the Company's brief shall be increased as follows: effective Sept. 1/57, 23c. per hour; effective March 1/58, 4c. per hour; effective August 1/58, 4c. per hour; effective January 1, 1959, 4c. per hour.

Labourer and occupational classifications presently at a rate of \$1.25 per hour shall be increased as follows: effective Sept. 1/57, 15c. per hour; effective March 1/58, 3c. per hour; effective August 1/58, 4c. per hour; effective Jan. 1/59, 4c. per hour.

All other occupations classifications shall be increased as follows: effective Sept. 1/57, 13c. per hour; effective March 1/58, 4c. per hour; effective August 1/58, 4c. per hour; effective Jan. 1/59, 4c. per hour.

20. The collective agreement shall become effective September 1, 1957, provided it is ratified by the Union by that date and shall remain in effect until midnight August 31, 1959.

21. The parties hereto have hereby signed this document on behalf of the respective principals.

Signed, this 28th day of September, 1957, at Bancroft, Ontario.

Signature of Union Representatives

W. LONGRIDGE  
REG. SMALL  
E. A. FECHNER  
C. NIEMI  
JOHN H. CROSHAW  
F. GATES

Signature of Company Representatives  
D. R. WILSON  
H. BRODIE HICKS  
J. V. CUFF

Witnessed by Members of the Conciliation Board:

J. C. ANDERSON  
DRUMMOND WREN  
ALEX HARRIS

This document, although dated September 28, 1957, was actually executed on August 28, 1957.

(sgd.) J. C. ANDERSON

## Report of Board in Dispute between

**Greyhawk Uranium Mines Limited**

**and**

**International Union of Mine, Mill and Smelter Workers**

Pursuant to the provisions of Section 17 of the Industrial Relations and Disputes Investigation Act, the Honourable the Minister of Labour for Canada appointed a Board of Conciliation with His Worship, Magistrate J. A. Hanrahan as Chairman, Mr. Drummond Wren, the appointee of the union, and Mr. Alexander Harris as the appointee of the company.

The Board met at Bancroft, Ont., on July 26 and on August 19, 1957, at Peterborough, Ont.

For the company appeared:

S. Garside, Industrial Relations Counsel,  
H. Macdonnell, Solicitor (July 27)  
P. Fell, Solicitor (August 19)  
N. W. McCartney, Mine Manager,  
E. A. Haigh, Accountant,

For the union appeared:

Ray Stevenson, Board Member, District 2, (July 26)  
Floyd Gates, National representative,  
Reginald Small, National representative,  
James McDonald, Committeeman,  
James Bruce, Committeeman,  
Wm. Longridge, Secretary, (August 19).

A comprehensive brief was presented for the employees by Mr. Stevenson.

The union was certified on February 14, 1957, and notice to bargain for a first agreement was sent the company on February 20, 1957.

The brief for the union explained that meetings between the parties were held on March 8 and 25, April 2, 12 and 25 and May 3. It was the union's understanding that in the meetings up and including April 25, agreement had been reached on all items in dispute with the exception of

wages and hours of work. In fact, it was understood an agreement to this effect, dated April 1, would be completed. At that time it was understood the company would put into effect a complete health and welfare coverage, consisting of comprehensive Blue Cross and P.S.I. plans, \$3,000 life insurance and \$1,000 double indemnity, with a sickness and accident plan providing weekly benefits for 13 weeks of \$35.00, the cost to be divided equally by the parties.

The Board was advised, however, that at a meeting held on May 3, the company repudiated this understanding. At this time Mr. Garside represented the company in the discussions. The company refused to enter into a partial agreement and objected to several of the clauses in the proposed

During September, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Greyhawk Uranium Mines Limited, Bancroft, Ont., and Local 1006, International Union of Mine, Mill and Smelter Workers.

The Board was under the chairmanship of Magistrate J. A. Hanrahan, Windsor, Ont., who was appointed by the Minister on the joint recommendation of the other two members, Alexander Harris, Toronto, and Drummond Wren, Agincourt, Ont., nominees of the company and union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Wren. The minority report was submitted by Mr. Harris.

The texts of the majority and minority reports are reproduced here.



agreement that it was said had previously been accepted. No health and welfare coverage for the employees had been undertaken.

Following this development the services of a conciliation officer were sought. Mr. F. J. Ainsborough met with the parties on June 4. Despite his earnest effort this Board became necessary.

The outstanding monetary items between the parties were:

1. Wages and job classifications,
2. Hours of work and overtime,
3. Shift premiums,
4. Statutory holidays,
5. Vacations,
6. Contract bonus committee,
7. Reporting time and call-out time,
8. Health and welfare plan.

The major non-monetary items in dispute were clauses in the proposed agreement concerned:

1. Relationship,
2. Union security,
3. No strikes or lockouts,
4. Management grievances,
5. Seniority,
6. Leaves of absence,
7. Date of agreement.

For the company Mr. Garside presented no written brief. He denied there had been a "repudiation" of the tentative agreement described in the union's brief. He explained the previous manager for this company had exceeded his authority in agreeing to certain matters. What occurred on May 3, Mr. Garside stated, was merely bringing the whole problem back into focus, in line with the company's considered opinion.

Mr. Garside presented a copy of the company's proposed agreement, together with a memorandum of the matters in it that had been settled and the items remaining in dispute. He suggested the Board might proceed to deal with the individual items.

This suggestion was concurred in by the union and the Board. Then began a day-long effort to amend or completely revise non-monetary items in the proposed agreement in a matter satisfactory to both parties. This effort lasted through until 10:00 p.m. and left no time for bargaining on the monetary items. Mr. Garside's previous commitments prevented him continuing the following day, so an adjournment was taken until August 19.

It might be stated that both parties were in agreement an adjournment was desirable to furnish an opportunity for more complete consideration of some of the proposals.

Upon resuming on August 19 the entire time was consumed in negotiation as to the monetary items that will later be described.

As to the non-monetary items we believe it will simplify presentation of the views of the Board to now set out the disputed items in the company's proposed agreement in the form either agreed to by the parties as result of the Board's efforts or as we recommend their acceptance by the parties.

#### *Article 3—Relationship.*

1. The parties hereto mutually agree that any eligible employee of the company may become a member of the union or may refrain from becoming a member of the union.

2. The terms and conditions of this agreement will apply to all employees who are subject to the provisions thereof.

3. The company agrees there will be no discrimination, interference, restraint or coercion exercised or practised by the company or any of its representatives with respect to any employee because of membership in, or connection with the union, and that membership in the union by employees who are eligible to join will not be discouraged.

4. The union agrees there will be no intimidation, interference, restraint or coercion exercised or practised upon employees of the company or by any of its members or representatives and there will be no solicitation for membership or other union activity except as provided for under the terms of this agreement, at the place at which an employee works during his working hours.

#### *Article 4—Voluntary Check-off of Union Dues.*

We recommend acceptance by the union of the company's proposed provisions in this connection, with the exception of paragraph 3, which we believe should read:

Any employee who wishes to cancel his voluntary authorization of dues collection may do so at any time within thirty days of the expiry date of this agreement. The cancellation shall be on a form provided by the company and entitled "Cancellation of Check-off" hereto annexed and marked "appendix ..." and shall be signed in triplicate by the employee before a nominee of the company at such time and place as the company may fix. One copy of each of the authorization and revocation forms are to be given the employee when he signs and one copy of each to the union. The company will retain the originals of each.

#### *Article 6—Reservation of Management Rights.*

The union recognizes it is the exclusive function of the company to:

(a) Maintain order, discipline and efficiency, hire, discharge, transfer, promote, demote or discipline employees, provided that a claim of unfair promotion, demotion or transfer, or a claim that an employee

has been discharged or disciplined without just cause, may be the subject of a grievance and dealt with as hereinafter provided;

(c) Generally to manage the enterprise in which the company is engaged and to determine all the methods of operation and the kinds and location of machines and tools to be used.

(d) These rights shall not be exercised in a manner inconsistent with the terms of the agreement.

#### *Article 7—Negotiating Committee.*

The company recognizes the right of the union to appoint or otherwise select a negotiating committee of not more than three seniority employees. This negotiating committee is a separate entity from the grievance committee, and the company will deal with it on such matters as are properly the subject of negotiations during the term of this agreement, including proposals for the renewal or modification of this agreement at the proper time.

#### *Article 8—Stewards.*

The company recognizes the right of the union to appoint or otherwise select two seniority employees for each shift underground and two for each surface shift.

#### *Article 10—Qualifications.*

We recommend acceptance of the company's proposal because of the suggested change as to the length of the probationary period later proposed.

#### *Article 12—Complaints and Questions*

It is the mutual desire of the parties hereto that justified complaints of employees shall be adjusted as quickly as possible. It is therefore understood an employee shall contact his immediate supervisor within three days after the alleged incident giving rise to the complaint or question occurred to permit the supervisor an opportunity to adjust the complaint or answer the question within the next following working day or any longer period to a maximum of five working days that may be mutually agreed upon at the time between the immediate supervisor and the employee.

(2) An employee when asking a question or making a complaint as above may be accompanied by a steward if he so desires.

(3) Employees shall be allowed reasonable time off to register complaints or to ask questions during working hours.

(4) Failing satisfactory adjustment or answer within the periods outlined above, then the following steps of the grievance procedure may be invoked in their order.

#### *Article 13—Grievance Procedure.*

In this Article the following procedure shall be followed in a sincere effort by both parties to reach a mutually satisfactory settlement.

##### *Step 1.*

As proposed by the company, with this new paragraph, to be numbered (5), added:

A grievance must be presented to the company within five days of the expiry of the time limited for the supervisor to adjust the complaint or answer the question, otherwise the company may reserve the right to refuse to process it.

##### *Step 2.*

As proposed by the company, with these changes, that in the first paragraph, in the second last line, the words "within the two working days following..." be changed to read "within the four working days following..."; that in the third paragraph, in the first line, the words "within a period of five working days" be changed to read "within a period of seven working days".

#### *Article 14—Arbitration.*

As proposed by the company, except the first paragraph, should read:

When either party desires a grievance be submitted to arbitration they shall give notice in writing addressed to the other party within seven working days after the grievance has been dealt with in Step 2 of the grievance procedure, and at the same time nominate an arbitrator;

That paragraph 3 be changed to read:

The two arbitrators so nominated shall consult immediately, and if within five working days they fail...

#### *Article 15—Management or Union Grievances.*

It is understood the company or the union may bring forward at any meeting held under the provisions of this agreement, any complaint arising out of the relationship established by this agreement not provided for as above, and that if such complaint is not settled to the satisfaction of the conferring parties, it may be treated as a grievance and referred to arbitration in the same way as the grievance of an employee.

(2) A full-time union representative may be present at any meeting held under the provisions of this Article if his presence is requested by either party.

#### *Article 16—Suspension and Discharge Cases.*

As the company proposes, except that in the second last line of the first paragraph the words "within three working days" be changed to read "within six working days".

That to this Article there be added this provision:

It is understood when an employee is discharged he shall have the right to confer for a reasonable length of time with either a steward or union representative before leaving the company's premises.

#### *Article 17—Seniority.*

That the company's provisions be accepted with these changes:

That in paragraph two, in the first line the word "ninety" be deleted and replaced by "seventy-five".

That in the second line of the third paragraph the words "non-interchangeable occupational group" be deleted and replaced by the word "department". Following this word, in parenthesis should appear "mining, mechanical and surface".

That in paragraph 6 wherever the term "non-interchangeable occupational classification" appears it be deleted and replaced by the word "department".

That the same change be made in paragraph 7.

That in paragraph 8, in the second line the word "merit" be deleted, and in the third line the word "relatively" should be added, so it will read "where these things are relatively equal".

Paragraph 9 should be deleted.

That in paragraph 10 the term "non-interchangeable occupational" should be deleted to be replaced by the word "departmental"; that following the word "qualified" in the second last line of this paragraph there should appear the words "without test or training".

That in paragraph 13 (b) it should read: "Discharge for just cause".

That in paragraph 13 (c) it should read: "Lay-off in excess of nine months".

That in paragraph 13 (e), following the first line thereof, it should read: "granted by, or a satisfactory explanation being given to the company for an absence of three working days."

#### *Article 18—Leave of Absence.*

That the company proposal be accepted, with the change that in the first line of paragraph 1 thereof the words "without pay" should follow the word "absence".

A third paragraph should be added to this Article reading: "It is understood the company will not unreasonably withhold granting of such leaves of absence."

#### *Article 19—Safety and Health.*

That the fifth line of the first paragraph of this Article should read: "Committee shall consist of two representatives of management," and the sixth line: "and two representatives of employees who may be either elected or appointed by the employees."

Then should follow these words: "This function shall include periodic inspections by the committee as may be mutually determined by them, together with a plant engineer, who shall be a member of the committee."

As to the Schedule of Working Conditions, we recommend acceptance of the company's proposal with these changes:

That the provision as to a work week should be completed by including the word "six" before "shifts" in the first line and the word "eight" before "hours" in the second line.

That in the second paragraph of the provision as to Overtime Regulations the words "of 48 hours per week" should be deleted and replaced by "eight hours per day";

That in the last line of the provision as to Recall to Work to meet Emergencies these words be added, "or at time and one-half for hours worked, whichever is greater".

That to the provision as to holidays there be added to the suggested Dominion Day, Labour Day and Christmas Day three additional holidays;

That in the second paragraph of this provision, in the last line, these words should appear, "calculated at time and one-half their regular rate of pay".

That the Schedule of Vacation Privileges proposed by the company should be accepted, providing the fourth and eighth paragraphs are deleted.

#### **Monetary Items**

As to wages, the union used the rates established in the Blind River area, particularly those of a recently completed collective agreement with Consolidated Denison, as the yardstick to be used in this proposed agreement.

Presently the Consolidated miners, working a 48-hour week, receive \$1.83 per hour, compared to the \$1.50 for these employees; in December 1957, that rate, on a 44-hour week, is to be advanced at Denison to \$2.00 per hour. The present rate for first-class tradesmen with this company is \$1.75 per hour, compared to \$2.23 and \$2.18 at Denison and \$2.43 and \$2.38 on conversion to 44 hours. The rate for 2nd class tradesmen is \$1.50 per hour, compared to \$2.03 and \$1.98 and \$2.21 and \$2.16 on conversion.

The surface labourer's rate with this company has recently been raised to \$1.25. They are paid \$1.58 at Denison and are to be paid \$1.72 for a 44-hour work-week.

The union urged that workers in the Bancroft area have a low standard of living. Wages and conditions are far below those established in other uranium mining areas and in the metal mining business generally.

It was the contention of the union even a cursory examination of the uranium mining industry shows fabulous profits are being and will be made, in which this mine will participate to the extent of its production.



For the company Mr. Garside replied briefly that in its opinion the wages presently paid employees compared favourably with others in the area of the mine and they were not prepared to offer any improvement.

As to the health and insurance plan, Mr. Garside stated the company was presently investigating costs in this connection and had every intention of implementing a plan similar to that outlined in a letter addressed to Mr. P. Nicolle, the manager of the Greyhawk Uranium Mines under date of May 6, 1957, signed by Mr. Nels Thibault. The company did not, however, consider this should be covered by a provision in the collective agreement and was therefore not a matter for these negotiations.

Upon resuming on August 19, the Board commenced an effort that continued throughout the day to reduce the demands of the union to an area that might bring from the company some indication of a willingness to depart from its position of "not one cent per hour improvement".

The company's fixed position did not create an atmosphere conducive to the union moving from its fixed aim of immediately closing the gap between the Blind River area rates and those paid in Bancroft. By persistent effort, however, we succeeded in having them work with the Board to present to the company a plan that did reduce those demands. The first plan was considered by the company officials and rejected.

The Board persisted with the union, finally having it change its views as to obtaining a one-year contract to that of a plan that contemplated a two-year contract. In this the rates appeared to be the final minimum demands that could be obtained at the Board level. These were based on a 48-hour work-week, with the rate for miners being fixed at \$1.60 and the labour rate \$1.30.

The proposed increases in the hourly rates would be made on the dates shown:

	Sept. 1 1957	Jan. 1 1958	Sept. 1 1958
Miners .....	13c.	4c.	6c.
Labour .....	15c.	8c.	10c.
Tradesmen ...	13c.	12c.	12c.

A shift differential of 4c. for the second and 6c. for the third daily shift.

During the second year of this agreement time and one-half would be paid for all hours worked after four on an employee's sixth day in any work-week.

In the company's final appearance with the Board and the union officials, Mr. Garside said its position had not changed;

it was not prepared to make any offer of an increase on the rates presently being paid.

Mr. Garside wished noted by the Board the company's objection to the presence of Mr. McDonald, who in the interval following the Board's previous meeting had been discharged by the company. Mr. Garside believed this made him no longer eligible to sit in during negotiations and stated his presence at any future meetings would not be tolerated.

The union's representative on the Board, Mr. Drummond Wren, replied the Labour Act provides that employees are to be present during negotiating meetings and that the parties may have their agents present; that while Mr. McDonald may have been discharged, he remained a member of the union, and the union might either consult with him or have him as one of their representatives or advisers.

The Board wishes to further suggest that whatever agreement is reached between the parties as to wages, there should be an undertaking by the company that such increases will not change the existing plan as to bonuses, so as to be absorbed in it and reduce the expected improvement to the employees.

It is clear this company's employees have come to expect the union to improve their wages to the point where they will be in balance with those paid in the uranium industry in the Blind River area. The Board believes the offer of the union described above involves difficulty for them in convincing their membership it should be accepted.

Those signing the majority report doubt that anything less will settle this dispute without a costly strike.

The Chairman would like to suggest a further revision so increases asked for labourers would be 13c., 3c. and 6c., and those for tradesmen to 13c., 4c. and 6c.

Dated at Windsor, Ontario, this 23rd day of August, 1957.

(Sgd.) J. A. HANRAHAN,  
Chairman  
(Sgd.) DRUMMOND WREN,  
Member

MINORITY REPORT

While I am in accord with most of the recommendations of the Board with respect to non-monetary items, there are a few with which I desire to record my disagreement. These will be indicated in detail in this report and I propose also to record my objections to the suggestions in the Chairman's report regarding the monetary items.

#### *Article 4—Voluntary Check-Off:*

I concur in the Board's recommendation that the Union accept the Company's proposed clause in this connection but without the exception recommended by my colleagues. It is my feeling that the check-off should be subject to cancellation by any employee at any time on thirty days' notice to the Company in writing, and I so recommend. The employees are entitled to this right and should have complete freedom in this regard.

#### *Article 15—Management or Union Grievances:*

I do not agree with the majority recommendation and would exclude this article in its entirety. Under it, too wide an interpretation could be given the proposed clause so as to include matters outside the scope of the agreement. Grievances of the Union can only be with respect to employee complaints, and remedies are amply provided by the regular grievance procedure and arbitration as provided in the proposed agreement.

#### *Article 16—Suspension and Discharge Cases:*

I would recommend that the Company proposal in its entirety be accepted by the Union. Three working days after a discharge or suspension has taken place is sufficient time in which to file a grievance.

#### *Article 17—Seniority:*

I am not in favour of deleting the word "merit" in paragraph 8 nor deleting paragraph 9 as recommended by the other members.

#### *Article 19—Safety and Health:*

It is my belief that the proposals of the Company as originally revised by the Company adequately cover this matter, and I would recommend their acceptance.

On the question of overtime referred to in the majority report at page 12(a), I would recommend that overtime be paid only on a weekly basis, that is on hours worked in excess of 48 per week. This is recommended as a curb on the excessive absenteeism prevalent, as it would encourage employees to remain on the job in order to obtain the benefit of overtime rates on hours worked in excess of the daily hours.

#### *Monetary Items*

In connection with paid statutory holidays, I would recommend five, namely Dominion Day, Labour Day, Christmas Day, New Year's Day, and Thanksgiving Day.

In regard to vacations, I am not in agreement with the recommendation that paragraphs 4 and 8 of the Company's submission be deleted.

I am not in accord with the recommendation which would provide for a shift differential of 4c. for the second and 6c. for the third daily shift. It is my contention that the rates as established cover the inconvenience involved in alternating shifts. In mining it is well recognized by employees that shift work is a prerequisite. It is not something established as an emergency measure during the term of an agreement. In mining it has always been understood, as previously mentioned, that the rates took into consideration the change of shifts. I would, however, be in favour of a clause to provide for a shift differential of 3c. per hour for employees engaged steadily on the afternoon shift and 5c. per hour for employees engaged steadily on the night shift.

I do not subscribe to the views of the other members of the Board on the matter of wages. In this connection I would like to comment on a statement made by the Union and incorporated in the Board's report on page 13, third last paragraph. It is completely erroneous to assume that "fabulous profits are being and will be made" by the uranium mining industry and particularly so as regards this Company. In a recent issue of the *Financial Post*, a critical examination of the industry was made. The findings outlined therein should dispel any illusions on the matter of profits.

In the case of Greyhawk the situation is particularly serious. The mine is still in the development stage. Much has to be done to definitely establish ore reserves and grade. Costs have a tremendous impact upon ore reserves, particularly where the average grade of the ore is relatively low. In the Bancroft area, as explained to the Board, the grade is much below that in the larger deposits in the province and the cost of mining the spotty, narrow veins is two to two-and-one-half times the cost per ton in the larger deposit area. It does not take much of an increase in cost to rule out considerable quantities of lower-grade ore.

Under an arrangement with a custom mill, Greyhawk is committed to a definite tonnage per day and a restricted average grade. To maintain itself as a going concern, the mine must have "breathing space". It is imperative that costs be kept as closely as possible to the present basis during this period of development. This is of importance to the employees as well as to those who have risked their capital in the venture. Accordingly I would under the circumstances, recommend continuation of the 48-hour week basis until February 28, 1958,

and that on rates presented by the Company in their Schedule 1, an increase of 3c. per hour become effective September 1, 1957; that on March 1, 1958, the work-week be reduced to forty-four hours and rates increased 14c. per hour, and that effective August 1, 1958, a further increase of 4c. per hour be applied. I would recommend that the agreement be for the period September

1, 1957, to December 31, 1958. In this connection it should be emphasized that the surface labourer's rate is \$1.25 per hour and not \$1.30 as indicated by the Union.

All of which is respectfully submitted.

(Sgd.) ALEX HARRIS,  
Member

Toronto, Ontario, September 6, 1957.

## Report of Board in Dispute between

Canadian National Railways (Canadian National  
Newfoundland Steamship Service)

and

Canadian Brotherhood of Railway Employees and  
Other Transport Workers

The report of a Board of Conciliation and Investigation, established under the provisions of the Industrial Relations and Disputes Investigation Act, 1948, and amendments thereto, for the purpose of endeavouring to bring about agreement between the parties mentioned above.

The members of the Board are:

W. F. Lane, 456 Lutz St., Moncton, N.B.,  
Third Member and Chairman, Arthur J.  
Meagher, 7 Connrose Ave., Halifax, N.S.,  
Company Nominee, Henry Harm, 75  
Botsford St., Moncton, N.B., Union  
Nominee.

Sittings of the Board, with representatives of the parties, were held at the City of Moncton, New Brunswick, on the 6th and 7th days of August, 1957. At all of such sittings, the parties were represented as follows:

### *For the Company:*

T. A. Johnstone, Manager-Labour Relations, Montreal,  
K. L. Crump, Labour Relations Assistant, Montreal,  
W. S. Mason, Labour Relations Assistant, Montreal,  
E. K. House, Employee Relations Assistant, Montreal,  
E. J. Healy, Marine Superintendent, Newfoundland District, St. John's,  
W. H. Cole, Supervisor, Wage Bureau, Atlantic Region, Moncton, N.B.,  
G. A. Blakeney, Regional Employee Relations Officer, Moncton, N.B.

### *For the Union:*

S. H. Eighteen, Secretary, Joint Protective Board, Montreal,  
F. H. Gillespie, General Chairman, Atlantic Region, Moncton, N.B.,

F. D. Nicoll, Executive Secretary, National Office, Montreal,  
R. G. Nielsen, Assistant to Director, Education Department, Montreal,  
L. K. Abbott, Representative, Atlantic Region, Moncton, N.B.,  
A. W. Gaskin, Representative, Atlantic Region, Moncton, N.B.

During the sessions, lengthy and interesting briefs were read and filed by Mr. Eighteen for the union, and by Mr. Mason for the company. After the company's brief had been read and filed, the union filed a rebuttal. The company was then permitted to comment upon and answer the union's rebuttal. The remainder of the hearing was spent in a full and frank discussion of the matters in dispute between the parties.

During September, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian National Railways (Canadian National Newfoundland Steamship Service) and the Canadian Brotherhood of Railway Employees and Other Transport Workers.

The Board was under the Chairmanship of Magistrate W. F. Lane, Moncton, N.B., who was appointed by the Minister on the joint recommendation of the other two members, Prof. Arthur J. Meagher, Halifax, and Henry Harm, Moncton, N.B., nominees of the company and union respectively.

The Majority Report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the Report of the Board, was submitted by the Chairman and Prof. Meagher. The Minority Report was submitted by Mr. Harm.

The texts of the Majority and Minority Reports are reproduced below.



The opening paragraph of the union's brief reads as follows: "The demands of the 424 employees represented before the Board are based on parity of wages and working conditions with the MV *Bluenose*, which operates between Yarmouth, N.S., and Bar Harbor, Maine." This aspect of the matter was stressed throughout the proceedings.

The Board was asked by the union to consider three collective agreements as follows: *Engineer Officers below rank of Chief Engineer; Pursers, Chief Stewards and Other Officer Personnel; and Unlicensed Personnel*. The union's brief, therefore, covers the demands in relation to the three agreements. We shall consider these demands in their order as set out in the brief, except that the matter of "rates of pay and classifications" will be dealt with later in this Report.

#### *Leave Days*

The union asks "that all employees be allowed leave days (rest days) on the basis of two (2) days for each five (5) days worked". Under the present agreement, all employees are granted monthly leave on the basis of six days' leave per calendar month worked. Such leave, of course, is in addition to the annual leave. The company contends that the granting of this demand would add many thousands of dollars to its cost of operation. The members of the Board believe that the present arrangement is fair under the circumstances and recommend its continuance.

#### *Overtime*

The union asks further "that time worked in excess of eight (8) hours per day shall be paid for at one and one-half (1½) times the pro-rata rate of pay". Both parties agree that it is somewhat difficult to apply the principles of overtime and the 40-hour week to employees of marine services. Conditions are, of course, quite different from, let us say, a manufacturing plant on land. Under the existing agreement with the Unlicensed Personnel, overtime is paid for at the rate of 95 cents an hour. There is, apparently, no provision for the payment of overtime in the agreements with the Engineer Officers, nor with the Pursers, Stewards and Other Officer Personnel. However, the members of the Board have agreed to recommend payment for overtime at one and one-half times the pro rata rate of pay for all employees for time worked in excess of ten hours a day. Since this recommendation covers employees who were not paid for overtime heretofore, we believe that the recommended change from eight hours to 10 hours will meet with the approval of all concerned.

#### *Statutory Holidays*

The union asks also "that on New Year Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day, employees who are required to work shall be paid an additional day's pay at pro rata rate, and that when a statutory holiday falls on an employee's rest day, he shall receive an extra day's pay in that month". Article 14 of the existing agreement with Pursers, Chief Stewards and Other Officer Personnel reads in part as follows: "Work on statutory holidays at sea shall be confined to that usually performed on Sundays... Employees required to perform work on the above-mentioned holidays while in a terminal port (as well as Halifax and Louisbourg, N.S.) shall be paid an additional day's pay at the pro rata rate". The Board recommends that Article 14, set out in part above, be incorporated in the new agreement as it is.

Article 16 of the present agreement with Unlicensed Personnel reads in part as follows: "Work on statutory holidays at sea or in port shall be confined to routine duties... Employees required to perform work on the above-mentioned statutory holidays while in a terminal port (as well as Halifax and Louisbourg, N.S.) shall be paid extra at the overtime rate (95 cents per hour) for the time actually worked with a minimum of four (4) hours". The Board recommends that Article 16 of this agreement remain as it is with one exception. The overtime rate shall be one and one-half times the pro rata rate of pay, for the time actually worked with no minimum of hours.

Article 8 of the existing agreement with the Engineer Officers reads in part as follows: "Work on statutory holidays at sea shall be confined to that usually performed on Sundays... When a vessel is in port and an employee is required to be on duty on a statutory holiday, he will be allowed a day off duty at the convenience of the company". Paragraph 9 of the agreement now subsisting between Engineer Officers on the MV *Bluenose* says in part: "Engineer Officers required to perform work on the following legal holidays... shall be allowed an extra day's pay at the pro rata hourly rate". It will be noted that Article 8, mentioned above, uses the phrase *required to be on duty*. We are not sure that these two phrases mean the same thing. If they do, then the Board would recommend that Article 8 be changed so that Engineer Officers may receive time and one-half when required to be on duty on statutory holidays.

We shall deal now with the second part of the union's request under the heading, "Statutory Holidays". This part says: "and that when a statutory holiday falls on an employee's day of rest, he shall receive an extra day's pay in that month". We feel that there is a definite distinction between a statutory holiday, such as Christmas and New Year, for instance, and an employee's day of rest. The Board, therefore, recommends that this request of the union be denied, but that in lieu of an extra day's pay, as demanded, each employee shall receive an extra day's rest at the convenience of the company.

#### *Preservation of Rates of Pay When Temporarily Promoted*

This demand of the union reads: "That when employees are assigned to higher rated positions, they shall receive the rate of the position to which assigned, while so employed. In Paragraph 86 of its brief, the company says that it has no objection to this demand. The Board, therefore, recommends accordingly. It is understood, however, that the higher rates shall not apply when employees are assigned to higher rated positions on rest or relief days other than the annual vacation period.

#### *Health and Welfare*

Under this heading, the union asks: "That the company and the employees each contribute \$4.25 per month for a health and welfare plan for employees and their dependents". Section 88 of the company's brief says in part: "The company is prepared, nevertheless, to supplement the provisions of the Canada Shipping Act by a payment of 10 cents per man per day worked in lieu of any form of a health and welfare plan such as that demanded by the union." We find, however, that all employees on the MV *Bluenose* are being paid by the company 20 cents per man per day worked for this item. Although there is justification for a differential in wage rates in different areas, we believe that a health and welfare plan, or any plan in lieu thereof, should confer the same benefits on all employees of the same employer. The Board, therefore, recommends payment of 20 cents per man per day worked in this connection.

#### *Penalty Cargo*

The union asks "that penalty cargo premium be paid regardless of the quantity of explosives carried". The present limit in all three agreements is "in fifty (50) ton lots and over". Since car-load lots of from 40 to 60 tons are usually carried, we recommend that no change be made in the matter of "penalty cargo".

#### *Uniforms*

The union requests "that employees required by the company to wear uniforms be provided with summer as well as regular type uniforms... that uniform caps be provided annually instead of every two years... and that Burberry coats be provided instead of overcoats, as required". The company in Paragraph 92 of its brief says in part: "The company is of the opinion that the climate around the coasts of Newfoundland does not require lightweight clothing. It is, however, prepared to substitute Burberry coats in place of overcoats as requested by the union. It was, we believe, agreed at the hearing that coats and caps be provided every two years instead of annually, as requested. The Board, therefore, recommends that the Articles regarding uniforms in the three agreements be left as they are with the proviso that Burreberrys may be provided instead of overcoats.

#### *Subsistence Allowance*

Under this heading, the union asks "that subsistence allowance be paid when the company does not provide subsistence during period vessels are withdrawn from service and employees are required to remain with the vessels and perform work". The company in Paragraph 94 of its brief replies to this request by saying that "when a vessel is withdrawn from service to refit in St. John's every effort is made to keep the ship's personnel employed while the ship is in dry dock. This is a purely voluntary act on the part of the company. In practice, it would be just as satisfactory to have all refit work done by the dry dock employees for whom no subsistence has to be provided". This explanation, apparently, satisfied the representatives of the union because the demand was not pressed. At any rate, the Board recommends that this request be denied.

#### *Security Watchkeeping*

The union asks "that Engineers be allowed Security Watchkeeping pay whenever required to 'keep watch' for security purposes before or after regular tours of duty, and that when assigned to manual work during such period, the rate of pay shall be one and one-half (1½) times the normal rate of pay". Article 9 of the current agreement with the Engineer Officers reads: "whenever an employee is required to 'keep watch' during refit period for security purposes, after he has completed an eight (8) hour tour of duty, he shall be compensated for such watchkeeping up to sixteen (16) hours by payment of one day at pro rata rate". This demand was not pressed by the Union, and the Board recommends that Article 9 of the present agreement remain as it is.

### *Maintenance Work While Vessel Laid Up*

Under this heading, the union requests "that Unlicensed Personnel required to perform maintenance work while vessels are laid up shall be paid at one and one-half ( $1\frac{1}{2}$ ) times the regular rate of pay for work performed in excess of eight (8) hours per day and on rest days and statutory holidays". Article 27 (j) of the present agreement with Unlicensed Personnel reads: "So far as possible, employees on vessels of the company will, while vessels are laid up for overhaul and crew are not on articles, be given an opportunity to perform maintenance work on the vessel which is normally performed by employees while on articles". The company, commenting on this demand in its brief, says that "the opportunity to perform maintenance work in these instances is not an unqualified contractual right for the unlicensed personnel". The Board is inclined to agree with the contention of the company. We believe that when unlicensed personnel are not on articles, they do not come within the terms of their agreement with the company. We recommend that no action be taken on this demand.

### *Premium Rate for Dirty Work*

The union asks "that Unlicensed Personnel shall be paid at one and one-half ( $1\frac{1}{2}$ ) times their normal rate of pay when required to clean bilges, tank tops or boilers and when handling fishmeal". We believe that it is common practice to pay premium rates for work of this kind on vessels and in dry docks. Article 28 (f) of the agreement with Unlicensed Personnel on the MV *Bluenose* reads: "Unlicensed personnel, when required to clean double-bottomed water tanks and bilges, shall be paid a bonus of sixty (60) cents an hour for actual time so occupied, as dirty money". The company in its brief says that it is already providing protective clothing, such as coveralls, gloves and pants for work of this kind. The Board, therefore, under these circumstances, recommends that unlicensed personnel required to clean *boilers and oil fuel tanks* be paid a bonus of fifty (50) cents an hour for actual time so occupied as dirty money.

### *Wages*

We shall now consider the wage demands made by the union. The opening paragraph of the union's brief reads, as already set out in the first page of this Report: "The demands of the 424 employees represented before this Board are based on parity of wages and working conditions with the MV *Bluenose*, which operates between Yarmouth, N.S., and Bar Harbor, Maine". The Canadian National Railway Company

is the manager and operator of the MV *Bluenose* and has collective agreements with those employed on that ship. A comparison of the wage rates now in effect in the Newfoundland Steamship Services and on the *Bluenose* shows that the rates on the *Bluenose* are substantially higher. The union contends that there should be no differential in wage rates in the two areas for employees of the same company. On the other hand, the company says very emphatically that there should be a differential for several reasons. One reason is that the ferry service between Yarmouth and Bar Harbor is maintained by a single vessel, the MV *Bluenose*, while the Newfoundland Steamship Services consist of 16 vessels from the 8,273 ton MV *William Carson* down to the 265 ton MV *H. W. Stone*. Another reason is that there are now differentials in wage rates between the MV *William Carson*, which is approximately the size of the *Bluenose*, and other vessels in the Newfoundland fleet. A further reason is that the *Bluenose* is a luxury ferry for the carriage of automobiles and passengers and that during the summer season it cannot handle all the traffic that offers, while there is no operation in the Newfoundland area which bears any close relationship to the operations of the *Bluenose*. Again, the company says that there is little or no competition for the *Bluenose*, while there is severe competition for the Newfoundland fleet. Other reasons are set out in the company's brief.

The Board believes that there must necessarily be differentials in wage rates in different areas. It is common knowledge that wages are higher in Ontario than in the Atlantic Provinces and higher in large cities than in small cities and towns. Chrysler on Labour Relations and Precedents in Canada says at page 324, under the heading, "Differentials—Areas and Localities": "In establishing wage rates the board of conciliation recognized a differential between Sarnia and Windsor and London and Windsor (Union Gas Co. Ltd., Chatham, Ontario, and Locals 1, 2 and 3, National Union of Natural Gas Workers, CCL". At any rate, the union on page 6 of its brief says very frankly and honestly: "As can be seen by the foregoing, the task of applying the *Bluenose* rates to the CNSS presents some difficulty. We have attempted to be consistent in applying *Bluenose* rates, but we recognize that in a number of instances, our conclusions are open to argument. The employees are confident that these difficulties can readily be solved in direct negotiations between the company and the union once the principle of *Bluenose* rates is established". The union's brief



continues: "The issue before this Board is essentially one of principle—the principle of parity in wages, hours and other working conditions between the CNNSS and the Yarmouth-Bar Harbor service". We recognize the reason for the union's demands in this connection. It feels, apparently, that there should be equality of wages, hours and working conditions on all vessels managed and operated by the same company. The great difficulty, however, is to put principle and theory into practice.

The company during prior negotiations offered the union a general wage increase of 10 per cent and the payment of 10 cents per day per man in lieu of a health and welfare plan. This offer was made on the basis of a two-year agreement and still stands. The Board has in an earlier part of this Report recommended that the payment in lieu of a health and welfare plan be 20 cents per day per man instead of 10 cents. With regard to the request for parity in wages, we feel that this is not practical under the circumstances disclosed by the evidence and by the briefs. We believe, therefore, that the proper function of this Board is to find whether, in our opinion, the offer made by the company with respect to wage rates is fair and just and sufficient under the circumstances. We believe that the only fair way to grant an increase of wage rates to the employees of the CNNSS is on a percentage basis, rather than on a parity basis. We say this because there are 16 vessels of various sizes and types in one area and only one vessel in the other area, and because there are different classifications on different vessels. We shall deal with the three categories of employees separately, Engineer Officers, Purser, Chief Stewards and Other Officer Personnel and Unlicensed Personnel.

#### *Engineer Officers*

As Ex. 10 of the company's brief there is a page entitled: "Relationship Between Wage Scales and Union Demands on MV *William Carson* and Wage Scale For Equivalent Classification On MV *Bluenose*". In this table, the first classification on the *Carson* is Senior Second Engineer. Its equivalent classification on the *Bluenose* is said to be Second Engineer. The present rate for this classification on the *Carson*, plus 10 per cent, would be \$385.00 monthly. The union proposes a rate of \$432.00, the same as on the *Bluenose*. Therefore, the wage of \$385.00 monthly offered by the company would be \$47.00 a month short of parity with the *Bluenose*. On the other hand, however, the 10-per-cent raise offered by the company would give the Senior Third Engineer, the Junior Third Engineer

and the Fourth Engineer on the *Carson* higher wage rates than their counterparts on the *Bluenose*. In the case of the Senior Third Engineer, the new rate would be \$11.70 a month over parity. In the case of the junior Third Engineer, it would be \$22.30 a month over parity. In the case of the Fourth Engineer, it would be \$9.45 a month over parity. It will be seen, therefore, that if the principle of parity were followed rather than the principle of the 10-per-cent raise offered by the company, the Senior Second Engineer on the *Carson* would get a raise of \$82.00 monthly, while the raise for the Senior Third Engineer would be only \$19.80, that for the Junior Third Engineer only \$8.20 and that for the Fourth Engineer only \$18.90. On the other hand, using the 10-per-cent basis, the Senior Second Engineer would get a raise of \$35.00 monthly, the Senior Third Engineer \$31.50, the Junior Third Engineer \$30.50, and the Fourth Engineer \$28.35. The same reasoning applies to the other categories mentioned in Ex. 10 of the company's brief. We are taking it for granted, of course, that the classifications for the *Carson* and the equivalent classifications for the *Bluenose*, as set out in Ex. 10, are correct. It will be noted that the union asks that all classifications after that of Fifth Engineer be abolished and that the classification "Junior Engineer," as on the *Bluenose*, be substituted. We may say, however, that the members of the Board know too little about marine classifications to recommend changes. The result is that as far as Engineer Officers are concerned, the Board recommends that the 10-per-cent increase in wages offered by the company be accepted by the union.

#### *Purser, Chief Stewards and Other Officer Personnel*

The union asks that the wage scale in the present agreement be increased by \$74.60 in all classifications monthly, or by \$895.20 a year. We are not sure of the grounds on which the request is based. We have before us the three agreements now in effect with the employees of the *Bluenose*. One has to do with the Engineer Officers, another with Unlicensed Personnel, and the third with Deck Officers. The wage scales in these three *Bluenose* agreements do not include the classifications, purser-WTO, Purser, Assistant Purser-WTO, Assistant Purser nor Chief Steward. In the agreement with the Deck Officers, only three classifications are mentioned, Chief Officer, \$432.00; 2nd Officer, \$367.20; and 3rd Officer, \$334.80. The demand, therefore, cannot be based on parity. The only thing we can do then is to make a comparison of the

wage rates now being paid by the CNNSS with those of other lines operating in the same area. In Table "K" on page 39 of its brief, the company makes a partial comparison of such rates. A purser on Newfoundland Steamships will get \$13.35 a day, including the 10-per-cent raise, while a purser on a competing line, Company "C", gets \$10.19 to \$12.82 a day. A chief steward on Newfoundland Steamships will get \$12.94 a day, including the 10-per-cent raise, while a chief steward on Company "C" gets \$12.48 a day. We may say that according to the tables set out in Ex. 9 of the company's brief, Company "C", mentioned above, pays higher wages than any other competitor of the CNNSS. Although the company gives only two examples of competitive rates, those of purser and chief steward, we assume that other classifications are paid accordingly. The Board, therefore, recommends that the offer of the company of a 10-per-cent raise for Pursers, Chief Stewards and Other Officer Personnel be accepted by the union.

#### *Unlicensed Personnel*

The union in its brief, page 3, asks for parity rates of pay with unlicensed personnel on the *Bluenose*, with a few minor differentials between the *William Carson* and the steamships and small motor vessels. The requested increases for the different classifications vary from a low of \$26.85 monthly to a high of \$72.90, or from a low of 13.3 per cent to a high of 35.1 per cent. In other words, if the demands of the union were granted a bosun would get an annual increase of \$322.20, while a steward's rate would be increased by \$874.80 annually. We do not think that this is equitable. It must be remembered that there are at present differentials in wage rates for the same classifications on the *William Carson*, on steamships and the *MV Nonia* and *Bonavista*, and on small motor vessels in the CNNSS fleet, as well as on the *Bluenose*. However, as we said before, the Board feels that they are not competent to recommend changes in wages for the same classifications on different vessels. For example, under the present agreement, a second steward on the *Carson* gets a wage of \$230.00 monthly, while a second steward on the *Nonia* and *Bonavista* gets \$207.90 a month. We have no way of knowing whether this differential is fair and just or otherwise. And so it is with the differentials for each classification between the CNNSS vessels and the *Bluenose*. We believe that we must take the wage rates for each classification as they are in the present agreement and recommend a percentage increase or otherwise. The Com-

pany offers a 10-per-cent increase to the unlicensed personnel on all its vessels. For instance, a bosun on the *Carson* would get a monthly increase of \$20.50, while a bosun on its other vessels would get an increase of \$19.95 monthly. We shall now see how the wages paid to unlicensed personnel compare with those paid by other marine lines in the same area. In Table "E" on page 13 of the company's brief, there are comparative figures for the classifications of Second, Third and Fourth Engineers of the Class B steamships of the CNNSS and Company "C", the competitor in the area which pays the highest wages. This table shows that, with the addition of the 10-per-cent raise, the differential between the two companies will be for the Second Engineer —0.8 per cent, for the Third Engineer, +2.1 per cent and for the Fourth Engineer, +7.0 per cent, the last two items being in favour of the CNNSS. Again Ex. 9, page 1, of the company's brief is a table headed: "Engineer Officers; Wage Scales of Competitor Companies Compared With Newfoundland Steamship Services; Mainland Ports to Newfoundland". This table shows that a Second Engineer in the CNNSS, with the 10-per-cent raise added, gets \$10.48 a month less than the same classification with Company "C"; that a Third Engineer gets 10 cents a month less; and that a Fourth Engineer gets \$12.17 a month more. The rates for Company "C", of course, are adjusted to the 45-hour week. As we have already shown on page 8 of this Report, pursers and chief stewards in the CNNSS get a bit more than those in like classifications with Company "C". It will be seen, therefore, that in two of the three agreements that we are considering, namely, Engineer Officers, and Pursers, Chief Stewards and Other Officer Personnel, the wages payable by the CNNSS, with the 10-per-cent raise, will be comparable to the wage rates paid by Company "C". A comparison of the rates payable by the two companies to Unlicensed Personnel, however, shows a different result.

In Ex. 9, page 2, of the company's brief, there are comparative figures for unlicensed personnel under nine classifications. The CNNSS rates include the 10-per-cent raise. The rates for Company "C" are adjusted to a 45-hour week. In seven of these classifications, the wages paid by Company "C" are substantially higher. In two of them, it is the other way about. Adding the totals of the nine classifications of the CNNSS, we get \$1988.00 for one month, including the 10-per-cent raise. Doing likewise with the nine classifications of Company "C", the

total is \$2089.00 for one month. The differential in favour of Company "C" is approximately 5 per cent. It is true that the CNNSS employees get six days a month off and are paid for overtime, while the employees of Company "C" work a 31-day month with no overtime. However, according to Ex. 9, the basic pay for the nine classifications mentioned with Company "C" is very much higher than that now being paid by the CNNSS. For example, the basic rate for an able seaman on all CNNSS vessels is now \$189.00 monthly as against \$269.00 monthly for Company "C". Adding the totals of the basic pay for the nine classifications, the figure is \$1807.80 as against \$2599.00 for Company "C". This is a difference of about 43 per cent. With the 10 per cent raise offered by the Company, it is a difference of about 30 per cent. The company, on page 30 of its brief, says in part: "The unlicensed personnel of the Newfoundland Steamship Services earned, during 1956, additional remuneration for 125,000 hours at overtime rates. For the 332 employees involved, this amounts to an average of approximately one and one-quarter hours per day, which, when consolidated with the basic rates, would raise the daily level of remuneration above that of Company "C", with the one exception noted above (that of Chief Cook). This suggested result is not worked out mathematically. At any rate, overtime is uncertain. It may be very much less than 125,000 hours in 1957 and 1958, although the rate for overtime will be higher if our recommendation on this item is put into effect. We believe that the rates of pay in the CNNSS should be as high as those of any competing line in the area. We are not able to figure such rates to the cent because of the item of overtime involved with unlicensed personnel. We recommend, therefore, that unlicensed personnel employed by the CNNSS be granted a raise of 13 per cent instead of the 10 per cent offered by the Company. The unlicensed personnel are the lowest-paid employees of the Company. The great majority of them, we are told, live in Newfoundland, where the cost of living is unduly high. On page 5 of the union's brief, there is the following statement: "DBS figures show that living costs in St. John's have risen 9.5 per cent since June 1951 compared with a 6.8 per cent rise in Halifax". On the same page, there is another statement: "According to the latest report of the Dominion Bureau of Statistics on Employment and Payrolls, the average weekly wage in Newfoundland for May

was \$63.35 compared with an average wage of \$56.09 in Nova Scotia, an advantage in favour of Newfoundland of \$6.24 per week or 11.1 per cent". We accept both of these statements as being substantially true. There is nothing in the record to show that the unlicensed personnel of Company "C", or a majority of them, reside in Newfoundland.

Again, Table G of the company's brief sets out the requested rates for unlicensed personnel over the basic rate now in effect. The weighted average increase requested is shown as 16.4 per cent. The company offers 10 per cent. An increase of 13 per cent, as recommended above, would be just about one-half of the difference between the parties. Our experience has been that in the great majority of cases, settlements are reached in disputes such as this by compromise. We suggest this as an added consideration.

#### *Retroactivity*

Very little was said, if anything, about this phase of the matter during the hearings. The union in its brief, however, asked for "the application of *Bluenose* rates retroactive to the opening of our Agreement". The date of the termination of the old agreement for the Engineer Officers was November 30, 1956; for the Unlicensed Personnel and the Pursers, Chief Stewards and Other Officer Personnel, April 30, 1957. The first meeting between the parties with respect to the Engineer Officers was held on April 9, 1957. We do not know what was the cause of this delay. While conciliation boards do at times make recommendations as to the time at which recommended wage increases should take effect, this Board leaves this item to the good sense and good will of the parties.

#### *Termination of Agreement*

The Board recommends a two-year agreement from the date of execution.

We are sorry, Sir, that we were not able to bring about an agreement between the parties to this dispute. However, the company and the union entered into a full and frank discussion of their differences at the sittings of the Board. We trust that our efforts on their behalf will bear fruit, and that our findings and recommendations will be the basis of a speedy and amicable settlement of those differences.

In conclusion the members of the Board wish, through you, Sir, to extend their thanks and appreciation to the representatives of the company and the union for being so kind and courteous during the hearings.



Dated at Moncton, N.B., this 9th day of September, 1957.

Respectively submitted.

(Sgd.) W. F. LANE,  
Chairman.

(Sgd.) A. J. MEAGHER,  
Member.

### MINORITY REPORT

In making known to you my recommendations on several matters referred to the Conciliation Board, established by your Department to deal with this dispute, I feel that it is necessary and advisable for me to give you the reasons that form the basis of the specific recommendations which will follow.

At the outset, I wish to advise you that I am in complete agreement with the basic position of the union in its original demands as placed before the Conciliation Board. It is my opinion that the union has been both fair and realistic in its demands upon the Canadian National Newfoundland Steamship Service. The dispute before the Board involves employees of the Canadian National Railways employed in a service which is owned by the Department of Transport and managed and operated by the Canadian National Railways. In its submission to the Board, the union used, as a basis of comparison, the wages and working conditions enjoyed by employees of the Yarmouth-Bar Harbour Ferry Service, also owned by the Department of Transport and operated by the Canadian National Railways. The wages and working conditions which the union sought for the employees before the Board are wages and working conditions which were freely negotiated in the Yarmouth-Bar Harbour Ferry Service without recourse to conciliation. Quite frankly, I am at a loss to understand, under these circumstances, why this dispute materialized in the first place or why it was necessary that it be referred to a Conciliation Board.

It should be pointed out that the union was actually seeking parity between the *MV Bluenose*, the one ship in the Yarmouth-Bar Harbour Service, and the *William Carson*, the largest and newest ship in the Newfoundland Service. As presented, the union demands maintain the differentials which presently exist between the *Carson* and other ships of the Newfoundland Service.

As I saw it, my task was to determine whether or not the employees on the *William Carson* were justified in seeking the same wage rates and working conditions

as are enjoyed by the employees on the *MV Bluenose*. In its brief, the company admitted that the two vessels are "approximately similar in size and type....and the employees thereon are engaged in more or less similar duties". Company spokesmen also were emphatic in stating before the Board that they were not pleading inability to pay.

These two statements by the company establish, in my view, a strong case for parity between the *William Carson* and the *Bluenose*. In addition to these facts, however, the union, in its brief, submitted statistics which showed that the average wage in Newfoundland, where the CNNS recruits almost all of its personnel, was \$63.35 per week compared with an average wage of \$56.09 per week in Nova Scotia, where the personnel for the Yarmouth-Bar Harbour Service is recruited. The union also quoted Dominion Bureau of Statistics figures which showed that the cost of living in St. John's has risen 9.5 per cent since 1952, compared with a 6.8 per cent rise in Halifax for the same period.

Throughout its long and detailed brief, the company sought to establish that what they called the "Newfoundland Trading Area" should be regarded as separate and distinct from the rest of the East Coast for purposes of wage determination. Even if one accepts this argument, which I do not, it surely does not follow that wage rates in this area should necessarily be lower than elsewhere. That at present wage rates in the Newfoundland area are lower than rates presently paid on the *Bluenose* cannot be denied. In fact, this formed the basis of the whole union case. The vital question is whether any reason can be found to justify inferior rates and working conditions for seamen sailing in and out of Newfoundland ports. The company, while it presented considerable evidence to show that rates in the Newfoundland Service were inferior to those of the *Bluenose*, did not present a single piece of evidence to show that this was either reasonable or just. In fact, all the evidence before the Board pointed in precisely the opposite direction. Newfoundland seamen come from a higher wage area than other Maritime seamen, and their families ashore have to pay a higher price for the necessities of life.

That a discrepancy presently exists between the wages of Newfoundland seamen and seamen on the *Bluenose* is freely admitted; it is on the question of whether or not this discrepancy should exist that I part company with my colleagues on the Board.

What follows are my specific recommendations on the union demands. Where my conclusions are the same as those appearing in the majority report, I merely indicate concurrence, since my reasoning in these instances was similar to that of the Chairman and the company nominee.

*Leave Days*—The union demand was that all employees be allowed days (rest days) on the basis of two (2) days for each five (5) days worked.

The union's request in the matter of two additional leave days per month gives effect to the forty-hour week. The forty-hour week is now accepted standard work-week in industry throughout the nation. Prior to 1950, the forty-hour week was confined, more or less, to the larger industrial centres, but the 1949-1950 railway negotiations on behalf of the non-operating employees of all Canadian railways resulted in the forty-hour week being introduced into every village and hamlet throughout Canada. Unquestionably, the Canadian National Railways, the employer in the present dispute, however reluctantly, helped establish a work-week yardstick which has become the accepted standard. The union, in its brief to the Board, quite honestly and fairly, pointed out that the forty-hour week in its pure form would be difficult to establish in the CNNSS. Accordingly, the union proposed that if the railway would accept the principle of the forty-hour week, it would be prepared to work out a mutually satisfactory application, which in practice would probably entail the "banking" of rest days to be taken at a time convenient to the company. In my opinion, the union has been most fair and reasonable in its approach to this somewhat difficult problem. On the other hand, the company refused to agree to the forty-hour week solely on the grounds of cost. In view of the company's statement before the Board that they were not pleading inability to pay, I find it difficult to see the relevance of the company's argument. I do recognize, however, that the granting of two extra leave days per month might involve some changes in organization, and I therefore recommend that the company be given until May 1, 1958, to give effect to the union demand. I would draw attention to the fact that acceptance of this delay will represent a considerable sacrifice by the union, since they would in effect, be postponing parity with the *Bluenose* well into the second year of their agreement.

*Overtime*—The union demand in respect to overtime was that *time worked in excess*

*of eight (8) hours per day shall be paid for at one and one-half (1½) times the pro rata rate of pay.*

In respect to overtime, I recommend the union demand be accepted in full. Punitive overtime rates of pay are in existence throughout all industry. I see no good reason, nor has any been advanced by the company, why the employees in this industry should be singled out for different and substandard treatment. Punitive overtime rates are designed to act as a deterrent to an employer in the matter of working employees more than the agreed-upon work-day. If a penalty is placed upon overtime hours, the tendency of an employer is to regulate the work-day to avoid overtime or to provide relief where overtime is unavoidable. The reverse is, of course, equally true. No penalty on overtime and the employer has no reason to avoid working his employees excessive hours. In the case before the Board, the situation is rife for exploitation, since the established overtime rate of ninety-five (95) cents per hour is less than the regular hourly rate. In this regard, it should be pointed out that the company introduced evidence before the Board which showed that the average amount of overtime in the Newfoundland Service in 1956 exceeded thirty-one (31) hours per employee per month. This clearly indicates to me that the company is presently taking advantage of the fact that there is no punitive overtime rate. For these reasons I feel that it is imperative that penalty overtime rates be established, and so recommend.

*Statutory Holidays*—The union requests that any employee who works on any of the recognized statutory holidays, e.g., New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day, shall be paid one additional day's pay at the pro rata rate, and that when a statutory holiday falls on an employee's rest day, he shall receive an extra day's pay in that month. I find that this demand by the union forms part of the agreement the company has with its employees in the Yarmouth-Bar Harbour Ferry Service, the yardstick being used before the Board by the union. I am also aware that in other services of the company where by force of circumstances and the nature of the service, e.g., Sleeping and Dining Cars, Express, etc., the company cannot avoid working employees on statutory holidays, such employees are given an extra day's pay. If this practice can be followed in the above instances, there is, in my opinion, no reason why it cannot be done in the Newfoundland Service. In all organized industry to-day, there

is extra compensation for people who must work on days that are enjoyed as holidays by the rest of the nation's workers. This is as it should be and I recommend that the union's demand be met in full.

*Preservation of Rates of Pay When Temporarily Promoted*—On this demand of the union, I concur with the recommendation contained in the majority report.

*Health and Welfare*—The Union demand was that the company and the employees each contribute \$4.25 per month for a health and welfare plan for employees and their dependents. On this demand I concur with the 20 cents per day recommended in the majority report, with the additional recommendation that steps be instituted immediately to gain admittance for the employees of the CNRSS to the non-operating railway employees' health and welfare plan.

*Penalty Cargo*—The union asks "that penalty cargo premium be paid regardless of the quantity of explosives carried". The present limit is fifty (50) ton lots and over. Considering the dangers involved in carrying explosives, I feel that this limit is a bit high and would recommend a twenty-five (25) ton limit.

*Uniforms*—The union requests "that employees required by the company to wear uniforms be provided with summer as well as regular type uniforms, that uniform caps be provided annually instead of every two years and that burberry coats be provided instead of overcoats as required". The company, in paragraph 92 of its Brief, says that they are prepared to substitute burberry coats in place of overcoats requested by the union. This proposal of the company was agreed to at the hearing. I therefore recommend the Articles pertaining to uniforms in the various agreements before the Board be left as they are with the proviso that burberrys be provided instead of overcoats.

*Subsistence Allowance*—Along with the majority report, I recommend that the union demand for a subsistence allowance be denied.

*Security Watchkeeping*—The union requests that Engineers be allowed Security Watchkeeping pay whenever required to "keep watch" for security purposes before or after tours of duty, and that when assigned to manual work during such period, the rate of pay shall be one and one-half ( $1\frac{1}{2}$ ) times the normal rate of pay. I recommend that this demand be granted.

*Maintenance Work While Vessel Laid Up*—The union requested that unlicensed personnel required to perform maintenance

work while vessels laid up shall be paid one and one-half ( $1\frac{1}{2}$ ) times the regular pro rata rate of pay for work performed in excess of eight hours per day and on rest days and statutory holidays. The union pointed out to the Board that unlicensed personnel performing maintenance work while vessels are laid up work side by side with dockworkers who are paid overtime rates after eight hours. The union stressed that by not having an overtime rate, their members were, in effect, viewed as "scabs" by regular dockworkers. This is, obviously, a deplorable state of affairs and I therefore recommend that the union demand be granted.

*Premium Rate for Dirty Work*—The union demand was that unlicensed personnel should be paid one and one-half ( $1\frac{1}{2}$ ) times their normal rate of pay when required to clean bilges, tank tops or boilers and when handling fishmeal. According to the *Bluenose* agreement, unlicensed personnel doing dirty work are paid an additional sixty cents (60c.) per hour for actual time so occupied. I can, therefore, find no basis for recommending the time and one-half requested by the union. Also, the company states in its brief that it is already providing protective clothing such as coveralls, gloves and pants for work of this kind. I recommend, therefore, that unlicensed personnel required to clean boilers and oil fuel tanks be paid a bonus of sixty cents (60c.) an hour for actual time so occupied.

*Wages*—The union demand, as I have already stated, was based on parity with the *MV Bluenose* and as I have indicated, I accept the validity of this demand in principle. On close examination, however, I find that I differ with the union in the manner in which the principle of parity is to be applied. As outlined in their brief, the application of parity would have the effect of changing all but a few of the differentials which presently exist between the various classifications in the CNRSS, and would substitute for these the differentials which presently exist on the *Bluenose*. The union submitted no evidence indicating that employees in the Newfoundland Service were dissatisfied with the differentials that presently exist. The majority report points out that the rate increases of different personnel would vary widely if parity was applied in the manner suggested by the union. While I do not accept that this is a legitimate argument against granting parity, I do feel that these wide variations are difficult to accept, in view of the fact that no specific complaints against present CNRSS differentials were



tabled with the Board. For these reasons I recommend that the application of parity take the form of a straight percentage increase, which would have the effect of maintaining intact present CNNSS differentials.

Both the union and the company agreed in their submissions before the Board that the application of parity would involve an over-all increase in wage rates of between nineteen per cent and twenty per cent. An increase of nineteen per cent would, therefore, give effect to the union demand for parity and would avoid the possible ill effects of altering present differentials. While the basis of my recommendation is parity with the MV *Bluenose*, it should be pointed out that a 19-per cent increase is not excessive in view of general wage movements in Newfoundland, since the employees before the Board last had a wage increase in 1954. The union Brief contained this significant passage:

We are not requesting a percentage increase; however, it may be of interest to the Board to know that the complete application of *Bluenose* rates in the Newfoundland Service will mean an average increase of 19.8 per cent. The 19.8 per cent increase in rates compares with a 16.4-per-cent increase in Newfoundland's average wage from 1954 to last May 1. Since average wages in Newfoundland have risen at a rate of approximately 5 per cent per year since 1952, it is probable that before the end of any new agreement, the

whole of the 19.8 per cent increase will be matched by increases in the general wage level in Newfoundland since 1954.

In other words, 19 per cent wage rates, to achieve parity with the *Bluenose*, will simply permit CNNSS employees to keep pace with their fellow workers ashore.

I, therefore, recommend a 19-per-cent increase in wages to be applied to all classifications in the Newfoundland Service; Engineers, Pursers, Stewards and Unlicensed Personnel.

*Retroactivity*—The question of retroactivity has received enough attention to make the general principles, which apply in disputes such as this, well known. I would, therefore, recommend that the full 19-per-cent wage increase be made retroactive to May 1, 1957, for the Pursers, Stewards and Unlicensed Personnel, and to January 1, 1957, for the Engineers. In my view, nothing is so likely to undermine the confidence of the workers of this country in conciliation procedures than to penalize them for delays which are, in fact, beyond their control.

*Termination Date*—I further recommend that this agreement run for two years from the date of signing.

All of which is respectfully submitted.

(Sgd.) HENRY HARM,  
Member.

Moncton, N.B. September 9th, 1957.

## Report of Board in Dispute between McCabe Grain Company Limited (Seed Plant Division) and International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America

The Honourable Michael Starr,  
Minister of Labour,  
Ottawa, Ontario.

Sir:

Your Conciliation Board, consisting of F. Howard Gorsline, the Company's Nominee; Gordon Ritchie, the Union's Nominee; and R. H. Hooper, Chairman, has held one session with both parties to this dispute; two sessions with the Company's Nominee, Scott Neal, and two sessions with the Union's Nominee, A. A. Franklin.

Your Board regrets that it has been unable to effect a settlement of this dispute and, therefore, makes certain proposals

During September, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, Local 338, and McCabe Grain Company Limited (Seed Plant Division), St. Boniface, Man.

The Board was under the chairmanship of R. H. Hooper, St. James, Man., who was appointed by the Minister on the joint recommendation of the other two members, F. Howard Gorsline and Gordon Ritchie, both of Winnipeg, nominees of the company and union respectively.

The text of the report is reproduced here.

which might, after due consideration by the parties, lead to the signing of a revised agreement, which would affect about twelve permanent employees.

The main points at issue were as follows:

Reduction of the present 44-hour work week to 40 hours with the same take-home pay.

One extra statutory holiday (Boxing Day).

Time and one-half plus a day's pay for work performed on any paid holiday. (Present rate is an extra day's pay).

Double time for work performed on Sunday. (Present rate is time and one-half).

General wage increase of approximately 10 cents per hour, with adjustments in some job classifications.

Three weeks' annual vacation after 10 years' service.

Increase of the company contribution to the present Hospital and Medical Plan from 50 per cent to 70 per cent.

The discussions and decisions arrived at on the points cited above are summarized below:

#### 40-Hour Work Week

The Company rejected this proposition, stating that the 44-hour week was the general practice in this industry and that a shorter work-week would make operation very difficult.

General labour starting rate .....	\$1.03	plus	5c. (COL bonus)	—\$1.08
General labour after 60 days .....	\$1.16½	"	5c.	" —\$1.21½
Warehousemen, cleaner operators ..	\$1.21½	"	5c.	" —\$1.26½
		to		to
Elevator men and scale men .....	\$1.26½	"	5c.	" —\$1.31½
Shipper and receiver .....	\$1.29	"	5c.	" —\$1.34

In April 1957, the Company increased these hourly wage rates by 2½ cents (except for the general labour starting rate, which remained as before) and made them retro-active to January 1, 1957. It should be added that the Company also pays a "Machine Premium" of 3 cents per hour to certain employees when working on machines.

The Union asked that the cost-of-living bonus now being paid under the old agreement (amounting to 5 cents per hour) and the machine premium be included in the wage rate to be set up under a revised agreement with the retention of the former cost-of-living clause amended by changing the index floor from 116 to 121. Further, the Union requested a general wage increase of 10 cents (this 10 cents to include the 2½ cents increase now being paid by the Company).

The Union then proposed a compromise of 84 hours over a two-week period, i.e., a 40-hour and a 44-hour week. The Company, however, was adamant on this point and the Union withdrew its request.

#### Statutory Holidays

The present practice allows for eight statutory holidays; the Union asked for one additional day. There was some discussion as to whether this day should be the day before Christmas or the day after.

The Company stated it would be prepared to consider the day before Christmas subject to settlement being arrived at on other points in dispute.

#### Pay for Statutory Holidays

At present the Company pays double time for work performed on statutory holidays.

The Union requested double-time-and-one half. The Company rejected this proposal and the Union subsequently withdrew it.

#### Sunday Work

The present wage rate for Sunday work is time-and-one-half. The Union asked for double time, which the Company agreed to subject to settlement of other points.

#### Wages

Wage rates under the old agreement, which expired as of December 1, 1956, were made up as follows:

After considerable discussion the Union asked the following classifications and wage rates:

	Union's Proposed Rates
General labour starting rate .....	\$1.10
General labour after 60 days' service	\$1.27
General labour after 1 year service	\$1.32
Elevator men and cleaner operators	\$1.35
Shipper and receiver .....	\$1.40

(The Union's proposed rates include the present cost-of-living bonus and the machine premium).

The Company rejected this proposal on the ground that it is now paying rates which are at least as high as any paid by its competitors in this area, a claim which the Union did not dispute. The Company further claimed that it was paying certain fringe benefits not paid by competitor

companies in the area. By way of illustration the Company cited its contributions to the Pension Plan, the Manitoba Medical Services and the Blue Cross Plan which, taken together, amount to from 10 to 12 cents per hour.

*Vacations With Pay*

The Union requested that three weeks' vacation with pay should be allowed to employees after 10 years of service with the Company. The Company agreed to this subject to settlement of other points in dispute.

*Fringe Benefits*

The Union asked for the Company's contributions to the existing Hospital and Medical plan be increased from 50 to 70 per cent, but it later withdrew this request.

*Board Comments and Recommendations*

Accepting the fact that no settlement could be reached on the outstanding matter of wage rates and taking into consideration the arguments put forth by both parties to the dispute, the Board now makes the following recommendations as the basis for a revised agreement, to be retroactive to January 1, 1957.

*Statutory Holidays*

That the day before Christmas, or the day after Christmas, be recognized as a paid statutory holiday.

*Sunday Work*

Double time to be paid for work performed on Sundays.

*Vacations with Pay*

Three weeks' annual vacation with pay to be granted after 10 years' service.

*Wages*

In considering the establishment of new wage rates the Board has taken into consideration the point stressed by the Company, namely that it is now paying wages as high or higher than competitive companies in the same area, and that it is doing better than its competitors in the matter of fringe benefits, claims which the Union does not dispute. But the Board has also taken into consideration the Union's contention that the seed processing industry in this area is one of the lower paying

industries. Statistics given in the LABOUR GAZETTE for July 1957 show that the average wage in Grain Mill Products at March 1, 1957, was \$64.02 (\$1.45 per hour) for a 44-hour week; and that in Manitoba the average hourly earnings in manufacturing on April 1, 1957, was shown in the LABOUR GAZETTE, June 1957, as \$1.47½. It is quite probable that there have been slight increases in these rates in recent weeks.

Taking all these facts into consideration the Board (with the exception of Mr. Ritchie, the Union's Nominee, whose objection is outlined below) recommends that the following classifications and wage rates be adopted. These rates incorporate the present cost-of-living bonus and machine premium. The Board recommends the retention of the present cost-of-living clause with the index floor changed from 116 to 121.

General labour starting rate .....	\$1.10
General labour after 60 days' service	\$1.27
Elevator men and cleaner operators	\$1.35
Shipper and receiver .....	\$1.40

Mr. Ritchie, the Union's Nominee, accepts the above classifications and wage rates on the following basis:

General labour starting rate .....	\$1.10
General labour after 60 days' service	\$1.27
General labour after 1 year's service	\$1.32
Elevator men and cleaner operators	\$1.35
Shipper and receiver .....	\$1.40

These recommendations seem to be fair and equitable keeping in mind comparative rates of pay and working conditions in the seed processing industry in this area.

In conclusion the members of the Board wish to express their thanks to the representatives of both the Union and the Company for the assistance given the Board and for the high level of the discussions throughout these hearings.

(Sgd.) F. H. GORSLINE,  
Member.

(Sgd.) G. RITCHIE,  
Member.

(Sgd.) R. H. HOOPER,  
Chairman.

Dated: August 27th, 1957.

Industrial employment, payrolls and average weekly wages and salaries were substantially higher in 1956 than in 1955, according to the annual review of employment and payrolls issued last month by the Dominion Bureau of Statistics. Employment increased by nearly 7 per cent, payrolls by 13 per cent and average weekly wages and salaries by 5 per cent.

In terms of 1949 dollars, the increase in payrolls was a record for the postwar decade; that in wages and salaries has been exceeded only in the 1951 to 1953 period.

*Review of Employment and Payrolls, 1956*, is available from the Queen's Printer, Ottawa, at a price of 50 cents.



# Report of Board in Dispute between

## Bicroft Uranium Mines Limited and United Steelworkers of America

Pursuant to the provisions of Section 17 of the Industrial Relations and Disputes Investigation Act, The Honourable The Minister of Labour for Canada appointed a Board of Conciliation with His Worship, Magistrate J. A. Hanrahan as chairman, Mr. Lloyd Fell the appointee of the union and Mr. W. O. Lafontaine the appointee of the company.

The Board met in Peterborough, Ont., on August 1 and 20 and in Toronto on August 31, 1957.

For the company appeared:

Alexander Harris, Industrial Relations Counsel;

J. Bryce, Mining Engineer;

J. H. Thompson, Mine Manager.

For the union:

W. Sefton, International representative and the Committee.

Matters remaining in dispute and referred to the Board were:

Management's rights; hours of work and overtime; job posting; absence return notice; wages, shift premiums; paid holidays; bereavement pay; jury pay, pay for stewards and committeemen; insurance and welfare; pensions, vacations, meal allowances; pay on day of injury; retroactivity; duration of agreement.

Comprehensive briefs were presented to the Board. Because the parties agreed that monetary items were chiefly in dispute, it was decided that only that portion of the company's brief referring to wages need be read at the opening of the hearing. This was done. Then commenced the effort that lasted for three daily meetings that were principally concerned with money.

During September, the Minister of Labour received the unanimous Report and Supplementary Report of the Board of Conciliation and Investigation established to deal with a dispute between Bicroft Uranium Mines Limited and the United Steelworkers of America.

The Board was under the chairmanship of Magistrate J. A. Hanrahan, Windsor, Ont., who was appointed by the Minister on the joint recommendation of the other two members, W. O. Lafontaine, Schumacher, Ont., and Lloyd Fell, Toronto, nominees of the company and union respectively.

The text of the Report is reproduced here.

From the company's brief it was shown the company's operations consist of the mining and milling of uranium ore at its plant in the Township of Cardiff, in Haliburton County, Ontario. The sale of the company's product is solely to the Government of Canada, in accordance with the terms and limitations of the contract entered into.

This union was certified by the Canada Labour Relations Board on February 14, 1957.

The first negotiating meeting was held on March 8, 1957. Subsequent meetings were held on March 22, April 2, 8, 9, 18, 30 and May 1, a total of eight. Each party had presented the other with a collective agreement draft. It was from those a basis of settlement had been sought.

After agreement had been reached on items concerning grievance procedure, seniority, reporting allowance, call-out pay, leave of absence, contract bonus, no strike or lock out clause, on May 1 it was mutually agreed the parties should make application for conciliation services.

The services of a Conciliation Officer were then obtained. Despite his efforts the parties remained a great distance apart on wages.

The first request of the union was for a "substantial wage increase" that was explained during negotiations as a closing of the gap between rates paid at this mine and those paid in uranium mines in the Blind River area. The union offered to sign a duplicate of the Pronto or Algoma agreement as to wages.

Mr. Harris outlined to the Board the costly effort by the company to provide adequate housing for the employees: 150 houses had been built that are rented to the employees but which cost the company \$105 each per month in carrying costs. Modern bunkhouses and a cafeteria were erected for the single employees. This accommodation is subsidized by the company at a cost of 50 cents per man per day.

It was disclosed the average earnings of all hourly rated employees at this mine during the period of March-May 1957, amounted to \$1.829. Underground employees received an average of \$2.008 per hour and surface employees \$1.615.

Of great importance to the suggestion that the same rates should be paid at this mine as in the Blind River area, Mr. Harris stated, was the difference in the type of ore deposits in the two areas, which permitted far greater daily productivity per man in the latter. Operating costs at this mine were in excess of \$12 per ton, without allowance for depreciation or write-offs, compared with \$8.90 per ton in the Blind River area.

For the union Mr. Sefton explained a standard eight-hour day, with a 40-hour week was being sought, with overtime to be paid at the rate of time and one-half for all hours worked in excess of eight in one day, and double time for all hours worked in excess of twelve in one day. Lengthy reasons for reduction in the present 44-hour work week were advanced.

As to wages, Mr. Sefton urged this mine is the largest producer of uranium in the Bancroft area. It holds a contract with Eldorado for the purchase of uranium concentrates to the gross value of \$38,105,000 for the period from January 1, 1957 to January 1, 1962.

Developing his reasoning that the Blind River area rates should apply at this mine, Mr. Sefton showed miners in the latter were paid \$1.60 per hour compared with \$1.89, going to \$2.14 on July 16, 1958, at Algom and \$1.89 going to \$2.14 on July 16, 1958, at Pronto; labourers at Bicroft were paid from \$1.17 to \$1.27 compared with \$1.69, going to \$1.91 on July 16, 1958, at Algom and \$1.70 going to \$1.91 the same date at Pronto. A wider spread between rates paid tradesmen at both the Blind River mines and those at Bicroft were shown to exist.

Mr. Sefton also emphasized the importance of obtaining a shift premium, on the basis of 6 per cent of the hourly base rate for hours worked during an afternoon shift and 12 per cent for hours worked during a night shift.

Six paid statutory holidays were requested, with those working such days being paid holiday pay, plus two times his regular straight time hourly rate.

It was also asked that the company should pay total cost of an insurance and welfare plan, rather than the existing fifty-fifty basis, and that a pension plan be commenced.

Vacations with pay were required on the basis of an employee with less than one year of service, as of May 1 in each year, being entitled to one-half day of vacation for each month of service, with those having one year and less than three years entitled to one week with pay, while those

having three years' service but less than fifteen years being paid for two weeks' vacation.

The union wanted a contract for but one year, while the company sought at least a two-year agreement.

Retroactivity back to the date when the company was first notified of a desire to negotiate an agreement was asked.

It was clear early in the Board's consideration of the total problem that one of the more difficult non-monetary items would be inclusion of a check-off provision. This was firmly opposed by the company.

This was the picture before the Board at conclusion of the first representations—no offer from the company and the union asking for an improvement in the lowest of the hourly rates of 43 cents per hour.

Then commenced a day-long probing by the Board with each of the parties, while the other was excluded, seeking some pattern for a wage scale that would break the stalemate and awaken a bargaining effort.

The first of such plans developed was with Mr. Sefton, resulting in this offer for a one-year agreement: An across-the-board increase in the hourly rates of 15 cents, with shift differentials of 4 and 6 cents, two additional holidays to the five now paid; an improvement in the insurance and welfare plan at a cost of 2 cents per hour, to be paid by the company, and 5 cents per hour per man to be set aside by the company for the creation of a pension plan; also a more liberal vacation-with-pay plan.

This proved too costly in the company's view, but it did spark an effort that resulted finally in this offer from the company:

A straight 10-cent per hour increase on all rates, plus a change in the vacation plan permitting that contained in the Algom contract; with a shift allowance of 3 cents per hour for the afternoon and 5 cents per hour for the night for those steadily employed on either shift (this, according to the union, would affect only three employees). The company also agreed to pay half of a 2 cent per hour improvement in the insurance and welfare plan. Of importance, in view of the firm stand originally taken by the company on the subject, was an offer permitting a provision in the agreement as to check-off of union dues, providing the employee authorized it in writing and retained the right to cancel it at any time upon 30 days' notice.

The union asked the Board adjourn to give time to consider this offer as well as the complete result of the day's bargaining.

Upon resuming on August 20, Mr. Sefton brought to the attention of the Board

a notice to the employees that had been placed upon bulletin boards in the mine, setting forth the company's offer as outlined above, and adding this, "As an alternative to the 10 cent per hour wage increase the company offered, on the basis of a two-year agreement, an increase of 6 per cent the first year and a further increase of 8 per cent the second year".

Mr. Sefton indignantly protested the attempt by the company to bargain directly with the employees, particularly with a Board of Conciliation in session, and also the fact that no such alternative offer had been made to him. This, he stated, had created an atmosphere of distrust among the membership towards him and the bargaining committee.

The Chairman corroborated the fact that the company had not placed such an offer before the Board for presentation to the union and also deplored the action of posting such a circular while the Board was continuing its efforts. He stated from his contact with the representatives of the company appearing before the Board he could not believe it had been done disrespectfully but was to be explained by lack of experience in such matters, this being a first collective agreement negotiated.

Mr. Harris explained the representatives of the company, while excluded from the Board's meetings with the union, had considered the alternative offer and regretted it had not been brought to the Board's attention. The company undertook to correct the wrong impression created by posting a correcting circular.

On this unhappy note the Board resumed its efforts. The company's previous offer was rejected by the union. The Board then directed its attention to creating some plan on a two-year basis that might interest the union. Lengthy conferences with each side resulted in Mr. Sefton finally offering the following, based on a 27-month agreement, dating from September 1, 1957, and containing a voluntary check-off provision, permitting an escape 30 days from the expiry date of the agreement;

Increases in hourly rates:			
	From Sept.	From March	From Sept.
	1/57	1/58	1/58
Miners .....	13c.	7c.	5c.
Labour (on \$1.30) ..	15		8
Trades .....	15	12	12

Shift premiums of 4 cents for those working the afternoon shift, and 6 cents for those working the night shift.

On March 1, 1959, the work-week would be reduced from 44 hours to 42 hours, with maintenance of take-home pay on hourly rates.

Six paid statutory holidays;

Vacations, two weeks after three years.

Payment by the company of 1 cent per hour per man towards a 2 cent per hour improvement to the welfare and hospital plan.

Included in such an agreement there would be required a statement by the company that such increases would not be reflected by a reduction in the existing bonus earnings; further, that the company would indicate in writing it had no intention of increasing the rents charged employees occupying company-owned houses; that there should be a correction in some of the individual classification rates and payment of 10 cents per hour for a period of three months prior to September 1, to cover retroactivity.

Lengthy consideration and computations by the company resulted in this offer, a further closing of the gap:

	From Sept.	From March	From Sept.
	1/57	1/58	1/58
Miners .....	13c.	4c.	5c.
All Others .....	13	3	5

No change to be made in the company's proposal as to shift premiums; payment of a sixth holiday after September 1, 1958; an undertaking that because the parties recognized the desirability of shortening the weekly hours of work, the company would undertake to consider the possibility of a plan with a view to it being a matter for negotiation when the next contract between them was under consideration; further, an undertaking to advise the union in writing there is no present intention of the company increasing rents on company-owned houses; also, a letter stating any increases granted would not lower the existing bonus plan.

Before adjournment the union developed with the Board another offer that prompted the company to ask for an adjournment for the purpose of placing it before the Board of Directors. It was to this effect:

	From Sept.	From Jan.	From Sept.
	1/57	1/58	1/58
Miners .....	13c.	4c.	6c.
Labourers .....	13	3	5
Tradesmen .....	13	4	6

Shift differentials: 2 and 4 cents to all working afternoon shift during first year of agreement, increasing to 3 and 5 cents the second year.

Reduction in work-week: From 44 to 42 hours three months before expiration of agreement, with maintenance of take-home pay.



Vacations: Two weeks after three years.  
Check-off: Voluntary, with escape 30 days before expiry date.

Upon resuming on August 31, at the King Edward Hotel in Toronto, the company advised the Board they had considered the last offer of the union and would present the following:

	From Sept. 1/57	From March 1/58	From Sept. 1/58
Miners .....	13c.	4c.	6c.
Labourers .....	13	3	5
Tradesmen .....	13	4	6

A reduction in the work week on September 1, 1959, from 44 to 42 hours with maintenance of take home pay;

Vacations with Pay: As previously offered.

Six paid statutory holidays;

Payment by the company of 1 cent per hour per man towards a 2 cent per hour improvement to the welfare and hospital plan.

Shift premiums: As previously offered.

The lack of a provision as to a shift premium for all employees working the afternoon and night shifts presented a difficulty that was finally overcome by the company agreeing to add an extra cent to that offered for the three classifications as of September 1, 1958.

There followed an across-the-table consideration of certain items in individual classification rates the union urged should be improved, as well as a change in the existing plan whereby six classifications have a range in rates with no definite pattern as to when they are obtainable.

Mr. Harris and Mr. Sefton believed they would have no difficulty in coming to a satisfactory agreement on the non-monetary items remaining unsettled, but time was taken to finalize a satisfactory management's rights clause.

All this was included in a memorandum of agreement signed by the parties as follows:

The parties hereto agree to enter into a collective agreement commencing September 1, 1957, and terminating on November 30, 1959:

Such an agreement is to contain all matters previously agreed upon between the parties. The parties are to meet on Wednesday, September 4, 1957, for the purpose of finalizing provisions not heretofore agreed upon.

Before the Board of Conciliation agreement was reached as to a provision covering management's rights, in these terms: "The parties are in agreement that Section 'A' of the Algom agreement is acceptable; that Section 'B' of this agreement is to be

amended to provide for reference to the grievance procedure of all matters covered therein."

The proposed agreement shall contain the following as to wages:

Commencing September 1, 1957, all hourly rates are to be increased by 13 cents; that on March 1, 1958, the rates for miners and tradesmen are to be increased by 4 cents; that on this date the hourly rate for labourers is to be increased by 3 cents; that on September 1, 1958, the hourly rates for miners and tradesmen are to be increased by 7 cents and that for labourers by 6 cents.

That on September 1, 1959, the hours of work are to be reduced from 44 to 42 with a maintenance of take-home-pay on hourly rates;

It is agreed the equivalent of 2 cents per hour is to be used for improvement of the existing welfare plan, with management and employees sharing this cost equally;

That for employees steadily engaged on afternoon shifts a bonus of 3 cents per hour is to be paid and for those steadily engaged on the night shift a bonus of 5 cents per hour is to be paid;

Rates involved in conversion to the 42-hour week shall be calculated to the nearest cent;

There are to be six paid statutory holidays;

There is to be one week vacation after one year, and an additional day for each year of service thereafter, to a total of two weeks after five years;

The parties agree that within 30 days of the signing of this agreement the union officials will meet with company officials to discuss possible changes in rates in certain classifications.

Management advised union officials that at the present time there is no intention to increase the monthly rentals of houses in the Townsite of Cardiff, and will verify this advice by letter;

The Company also advised the Union the existing bonus rates will not be reduced as result of these hourly rates;

The Company agrees to include in the proposed agreement a provision for a voluntary check-off of union dues which may be cancelled by an employee upon 30 days' notice in writing.

It is understood the terms of this proposed settlement is subject to ratification by the principals of those signing, who, however, undertake to recommend their acceptance.

It is further understood that implementation of the provisions outlined herein is subject to a complete agreement being reached by the parties.

Dated at Toronto, Ontario, this 31st day of August, 1957.

Dated at Windsor, Ontario, this 3rd day of September, 1957.

(Sgd.) J. A. HANRAHAN,  
Chairman.

(Sgd.) W. O. LAFONTAINE,  
Member.

(Sgd.) LLOYD FELL,  
Member.

## SUPPLEMENTARY REPORT

On September 14, 1957, for reasons known to the parties, the Board reconvened at the King Edward Hotel, Toronto, with the company and union represented as at the previous hearings.

Difficulty having arisen in gaining approval of the membership of the proposed form of settlement concluded August 30, the Board undertook the task of working out a different wage pattern.

The previous memorandum of agreement had provided for the parties to meet subsequently for the purpose of settling certain non-monetary items as well as ascertaining whether changes should be made in the basic rates of certain classifications.

It was made plain by the company representatives early in these proceedings if any changes were to be made in what had previously been decided upon, all matters that had been left in abeyance would have to be finalized at this meeting.

A day-long effort on this basis resulted in the following memorandum of agreement being signed by the parties. In addition to what it contains, changes in several of the proposed non-monetary provisions of the collective agreement were settled amicably:

The parties hereto agree that a Memorandum of Agreement signed by them on August 30, 1957, is to be considered void and to be replaced by the following:

The parties hereto agree to enter into a collective agreement, effective from September 1, 1957, and terminating August 31, 1959.

This agreement is to contain all matters previously agreed upon by the parties;

It is to contain a Management's Rights Clause to this effect:

"The parties are in agreement that Section 'A' of the Algom Agreement is acceptable; that Section 'B' of this agreement is to be amended to provide for reference to the grievance procedure of all matters covered therein."

This proposed agreement shall contain the following as to wages:

Commencing September 16, 1957, all hourly rates are to be increased by 15 cents; that on September 1, 1958, all hourly rates are to be increased an additional 11 cents;

It is agreed the equivalent of 2 cents per hour is to be used for improvement of the existing welfare plan, with management and employees sharing this cost equally;

That for employees steadily engaged on afternoon shifts a bonus of 3 cents per hour is to be paid from September 16, 1957, and for those steadily engaged on the night shift a bonus of five cents per hour is to be paid commencing the same date.

There are to be six paid statutory holidays;

It is agreed the 15 cents per hour increase mentioned above is to be added to these classifications based on the following rates:

Rock drill repairman .....	\$1.64
Carpenter's helper)	
Electrical helper }	1.38-1.48
Bulldozer operator .....	1.65
Labourers .....	1.27

There is to be one week vacation after one year and an additional day for each year of service thereafter, to a total of two weeks after five years.

Management advised union officials at the present time there is no intention to increase the monthly rentals of houses in the Town-site of Cardiff and will verify this advice by letter;

Management also advised that existing bonus rates will not be reduced as result of these increases in the hourly rates.

The company agrees to include in the proposed agreement a provision for a voluntary check-off of union dues which may be cancelled by an employee upon 30 days' notice in writing;

It is understood the terms of this proposed settlement are subject to ratification by the principals of those signing, who, however, undertake to recommend their acceptance.

It is further understood implementation of the provisions outlined herein is subject to a complete agreement being signed by the parties.

Dated at Toronto, Ontario, this 14th day of September, 1957.

Dated at Windsor, Ontario, this 16th day of September, 1957.

(Sgd.) J. A. HANRAHAN,  
Chairman.

(Sgd.) W. O. LAFONTAINE,  
Member.

(Sgd.) LLOYD FELL,  
Member.

Labour costs amounted to an average \$3.27 per net ton of marketable coal produced in Canada in 1956, according to the annual survey of coal mines' operating costs and revenues by the Dominion Coal Board. They accounted for 46.8 per cent of total costs.

Total expenditure by the industry for labour and workmen's compensation was \$48,792,000, an average of \$3.43 per net ton, which is a decrease of 1 cent from the 1955 average.

The industry realized a profit of 20 cents per net ton, the same as in 1955.

In production per man-day, the industry as a whole showed a 1.9 per cent increase. Three areas—Alberta Mountain, New Brunswick and Nova Scotia—reported increases while two—Saskatchewan, and British Columbia and Yukon—reported decreases.

# COLLECTIVE AGREEMENTS

## Changes in Wages and Fringe Benefits in Agreements during 1st Half of 1957

Wage increases in instalments spread over two or more years, contracts signed for corresponding long periods are outstanding features of the settlements reached in the first half of 1957, as they were last year

Wage increases in instalments spread over two or more years and agreements signed for corresponding long periods of time were the outstanding features of settlements reached in the first half of 1957, as they were during the entire year 1956. However, in a study of 228 settlements\* by the Economics and Research Branch of the Department of Labour, it was found that the predominance of this type of settlement was not quite as pronounced as last year.

Almost all the settlements examined involved a wage increase (Table 1). Moreover, many of the workers covered by the survey also received non-wage benefits. Five agreements covering an average of slightly more than 100 workers were renewed without change in wages or fringe items and an additional three agreements were renewed with changes in fringe clauses only.

It was impossible in 15 of the contracts to determine whether or not the general wage level had been changed, either because no previous agreement was available for comparison or because job classifications had been substantially altered.

### Wage Changes

There are three areas of wage changes arising from collective agreements that affect the wage picture this year. These include deferred wage increases bargained

previous to 1957 but to take effect this year†, those increases bargained in one-year agreements during 1957 and the first instalment of increases bargained in agreements to be in effect over the next two or more years.

The majority of the 161,000 workers covered by the 139 agreements bargained in the previous year and providing wage increases this year were scheduled to receive between 5 and 10 cents an hour during 1957. The wide variety in these deferred wage increases is illustrated in the first two columns of Table 2.

Workers covered by agreements of one-year or less negotiated during the first six months of 1957 were almost equally divided between those that receive 5 to 10 cents an hour and those that receive 10 to 15 cents an hour. About 13 per cent receive more than 15 cents. (See columns 3 and 4 of Table 2.)

Workers covered by agreements of more than one year's duration negotiated in the first half of 1957 also mainly received 5 to 15 cents per hour. An appreciable number, however, receive more than 15 cents during the first year. Of the 108 long-term agreements, 26 provide no increase in subsequent years while the remainder provide increases of varying sizes (see Table 3).

†Information derived from 139 agreements bargained in an earlier year but providing wage increases taking effect in 1957 is given in this article. (No account is taken in the study of wage increases which may have resulted from cost of living "escalator" clauses, but these were few in number.)

**TABLE 1.—WAGE CHANGES IN 228 COLLECTIVE AGREEMENTS NEGOTIATED DURING PERIOD JAN. 1, 1957-JUNE 30, 1957**

Wage Provision	Agreements		Workers Covered	
	No.	%	No.	%
General increase.....	205	90.0	192,722	95.4
No Change.....	8	3.5	1,162	0.6
Unknown.....	15	6.5	8,180	4.0
Totals.....	228	100.0	202,064	100.0



**TABLE 2.—AMOUNT OF WAGE INCREASE OCCURRING IN 1957 RESULTING FROM  
139 AGREEMENTS NEGOTIATED IN 1956 AND 205 AGREEMENTS NEGOTIATED  
JAN. 1—JUNE 30, 1957**

Amount in Cents per Hour	Agreements Negotiated in 1956 Providing an Increase in 1957		Agreements for One Year or Less Negotiated in 1957		Agreements of More than One Year (Negotiated in 1957) Providing an Increase in 1957		Total of Agreements Providing Increase in 1957	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
1—4.9.....	32	31,291	4	1,057	2	1,443	38	33,791
5—9.9.....	83	105,419	43	52,114	34	26,978	160	184,511
10—14.9.....	16	18,893	28	50,779	39	24,503	83	94,175
15—19.9.....	8	5,405	15	10,607	18	13,019	41	29,031
20+.....			6	4,381	15	5,841	21	10,222
Totals.....	139	161,008	96	118,938	108*	71,784	343	351,730

\* One agreement of more than one year (negotiated in 1957) gave no increase in 1957.

**TABLE 3.—AMOUNT OF WAGE INCREASE IN AGREEMENTS OF MORE THAN ONE  
YEAR'S DURATION, JAN. 1, 1957—JUNE 30, 1957**

Amount in Cents Per Hour Subsequent Years	Amount in Cents per Hour First Year											
	1—4.9		5—9.9		10—14.9		15—19.9		20+		Totals	
	Agts.	Wkrs.	Agts.	Wkrs.	Agts.	Wkrs.	Agts.	Wkrs.	Agts.	Wkrs.	Agts.	Wkrs.
Nil.....	1	72	8	5,834	10	3,954	4	297	3	623	26	10,780
1—4.9.....			11	6,812	4	2,806	2	1,812	1	48	18	11,478
5—9.9.....	1	1,371	15	14,332	10	2,707	2	5,493	2	2,771	30	26,674
10—14.9.....					13	13,431	6	2,650	1	75	20	16,156
15—19.9.....					2	1,605	1	225	7	2,161	10	3,991
20+.....							3	2,542	1	163	4	2,705
Totals.....	2	1,443	34	26,978	39	24,503	18	13,019	15	5,841	108	71,784

Taking the three categories of agreements together (Table 2), it will be seen that a predominant group receive 5 to 10 cents per hour during 1957 with substantial numbers receiving 10 to 15 cents per hour and a significant minority receiving more than 15 cents. Comparing the present study with the study of 1956 (L.G., March, p. 337), it appears that negotiations this year have tended to result in somewhat higher immediate increases than was the case last year. This year's study shows a higher proportion of the workers receiving more than 10 cents an hour than did last year's study.

### Changes in Fringe Items

Changes in non-wage items formed an important part of the settlements reached in the first half of 1957. Emphasis among the changes appears to be in the area of vacations and paid statutory holidays; the frequency with which changes in these items appeared is indicated in Table 4.

**TABLE 4.—CHANGES IN FRINGE BENEFITS IN 228 AGREEMENTS NEGOTIATED  
DURING PERIOD JAN. 1—JUNE 30, 1957**

Changes in Provisions	Agreements	Workers
<i>Cost of Living Bonus</i>		
Introduced.....	2	8,626
Maintained.....	10	6,728
Dropped.....	2	3,940
<i>Paid Statutory Holidays</i>		
Increase in number.....	23	18,296
<i>Vacations</i>		
Increase in length of vacation	32	17,451
Reduction in service requirements for vacation.....	44	28,024
<i>Pension Plans</i>		
Introduced.....	8	12,195
Revised.....	8	7,151
<i>Health and Welfare Plans</i>		
Introduced.....	15	6,493
Revised.....	24	17,169
No Provision for Change in Fringe Benefits.....	116	129,302

An interesting relationship (not shown in the table) is between the changes listed and the wage increases granted during the six-month period. Examination of the settlements shows that settlements in the higher wage increase groups more often contain changes in fringe benefits than those providing lower wage changes. For example, only

six agreements giving wage increases of less than 10 cents an hour over the life of the agreement were listed as changing the length of vacation; but 23 agreements (covering more than 12,000 workers) gave more than 10 cents an hour and also changed vacations.

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## Collective Agreement Act, Quebec

Under the Collective Agreement Act, Quebec, Orders in Council during July, August and September made binding a number of changes in wage rates, hours, overtime and paid holidays. In addition, the agreement covering taxicab operations in Montreal was rescinded.

Changes noted in recent agreements extended under the Act included a reduction in wage rates during winter months in one construction agreement to ease seasonal unemployment; measures towards regulating working conditions and wage rates in the structural iron industry, the elevator construction industry, and the steam generator, boiler construction and erection industry in the province; and a reduction in the number of specified holidays by the deletion of certain religious holidays.

In the construction industry, agreements governing 12 regions other than Montreal were revised by the establishment of one common rate for structural iron erectors and welders in the structural iron industry. Minimum rates in the various regions were increased by from 10 to 25 cents per hour, making the new rates for structural iron erectors and journeymen welders \$2.15 per hour until March 31, 1958. A deferred increase of 15 cents per hour will become effective April 1, 1958. (The above rates are now the same as those paid in the Montreal region.) In addition, new provisions governing the construction of galvanized steel structure transmission lines, terminal stations and sub-stations establish until March 31, 1958, minimum rates for the following classifications: climber "A" \$1.75 per hour, climber "B" \$1.55, ground-man \$1.30. On April 1, 1958, these rates will be increased by 10 cents per hour.

Also in the construction industry, agreements covering 10 regions were amended for the purpose of regulating working conditions in the elevator construction industry. In the Montreal region, minimum rates for mechanics were increased from \$2.41 to \$2.46 per hour, helpers from \$1.69 to \$1.72.

In the Quebec region, minimum rates for mechanics were increased from \$1.89 to \$2.06 per hour, helpers from \$1.32 to \$1.44. Also in the same region new provisions include three paid holidays in 1957, to be increased to six in 1958. Other provisions in the Quebec agreement govern hours (40 per week), vacation with pay, overtime, etc. for this trade. In the Hull region, minimum rates for elevator mechanics were increased from \$2 to \$2.16 per hour, helpers from \$1.40 to \$1.50. The above scale of minimum rates has been incorporated into agreements governing eight other regions throughout the province as special provisions relating to the installation of elevators.

Again in the construction industry, agreements governing 11 regions other than Montreal pertaining to the construction of steam generators, boilers and tanks were amended by increasing the wage rates of boilermakers, erectors and steam generator mechanics from \$2 per hour to \$2.10. A deferred increase of 10 cents per hour will be effective April 1, 1958.

In the construction industry in the counties of Drummond, Arthabaska and Nicolet, minimum wage rates were increased by from 5 to 10 cents per hour and new rates in Zone I now range from \$1.10 per hour for labourers and common workers to \$1.55 for pipe mechanics and steamfitters, journeymen electricians (during and after second year) and carpenters, \$1.65 for block layers, \$1.75 for bricklayers, masons and plasterers. To ease seasonal unemployment, wage rates will be reduced by 5 cents per hour during January, February and March. Weekly hours were unchanged at 48. However, work on Saturday morning is now eliminated except where necessary to make up a 48-hour week. The number of specified holidays is now reduced from ten to six.

In the construction industry in Terrebonne county, minimum wage rates were increased by 10 cents per hour. New rates now range from \$1.10 per hour for common labourers to \$1.40 for painters (brush and

spray), \$1.50 for electricians, \$1.60 for plumbers, \$1.65 for carpenters and \$1.75 for bricklayers.

In Labelle county, wage rates of only 13 out of approximately 65 classifications were increased by from 5 to 10 cents per hour.

Deferred increases of 10 cents per hour in Terrebonne county and 5 to 10 cents per hour in Labelle county will become effective April 1, 1958. The number of holidays for which double time is paid, if worked, is reduced by the deletion of three religious holidays.

In the construction industry at Hull, a new agreement provided wage increases of 10 cents per hour for three classifications of Zone II only. In the same zone, weekly hours are now reduced from 55 to 50. In Zone I, wage rates were unchanged and weekly hours remain at 44 for skilled workers, 50 for common workers. The number of holidays which shall be paid for at double time, if required to work in urgent cases, was reduced by the deletion of four religious holidays.

In the metal trades industry at Quebec, minimum rates were increased by from 8 to 13 cents per hour. Wage rates in Zone I now range from 73 cents per hour for assemblers and machine operators during the first six months to \$1.07 for labourers, \$1.41 for blacksmiths, cutters and machine shop joiners, \$1.46 for temperers, pipe mechanics, boilermakers, fitter mechanics, marine mechanics and sheet metal mechanics, \$1.51 for general machinists and welders and \$1.71 for toolmakers. A deferred increase of 8 cents per hour will become effective July 10, 1958. Paid holidays were increased from 4 to 5. One additional paid holiday is to be added in 1958.

In longshore work (ocean navigation) at Montreal, minimum wage rates for longshoremen, shipliners and checkers and coopers were increased by from 9 to 13½ cents per hour. The general longshore rate for day work is now \$1.97 per hour. Employer contributions towards pension,

welfare and vacation benefits were increased from 17 to 20 cents per man-hour worked. Other provisions include increased rates of premium pay for hazardous work.

In longshore work (ocean navigation) at Quebec, minimum hourly rates for longshoremen and checkers and coopers were increased by from 9 to 13½ cents per hour, making the new rates \$1.87 and \$1.74, respectively. Increased employer contributions towards pension, welfare and vacation benefits are the same as in the Montreal agreement. Other provisions include increased premium pay for hazardous work.

In the building materials industry (marble section) in the province, minimum wage rates were increased by 8 cents per hour in Zone I, by 10 cents per hour in Zone II. New wage rates now range from \$1.22 for helpers and labourers to \$1.96 for hand cutters. Deferred increases similar to those shown above will become effective April 1, 1958. Other new provisions reduced the number of specified holidays from 11 to 7, as well as revising the territorial jurisdiction of Zone I. In the artificial stone, cement block and cement pipe sections of the same agreement, minimum wage rates were increased by from 10 to 15 cents per hour. New rates in the artificial stone industry now range from \$1.05 per hour for helpers and labourers to \$1.65 for modellers; in the cement block and cement pipe industries wage rates are now \$1.10 per hour for all categories and trades in Zone I, 95 cents in Zone II. Weekly hours were unchanged.

In the cartage industry at Quebec, minimum wage rates were increased by 10 cents per hour and new rates now range from 90 cents per hour for helpers and labourers to 95 cents for truck drivers, \$1 per hour for float drivers. Weekly rates for truck drivers were increased by \$5 to \$45 per week. Weekly hours were unchanged at 54. Time and one-half is now paid for work in excess of 10 hours in one day instead of 12 as previously. Specified paid holidays were increased from three to four.

### *For "Industrial Standards Acts" turn to page 1363*

About 61 per cent of the wage settlements made in the United States during the first nine months of 1957 provided increases of 10 cents or more an hour, according to a survey conducted by the Bureau of National Affairs, Inc. This is an appreciable increase over the same period of 1956, when settlements of that order were provided in only 53 per cent of the agreements reached.

This gain occurred entirely in the contracts which granted increases ranging from 4 to 12 cents, the settlements providing less than 4 cents increase being actually a little more numerous than in 1956.

The largest increases generally were in the construction industry, where three quarters of the settlements gave increases of 13 cents or more an hour. If this industry were left out of account, the increases granted this year would be about the same as those last year.



# LABOUR LAW

## Labour Legislation in Alberta, 1957

Alberta Labour Act amended; new section added providing for equal pay for equal work. Mothers', widows', disabled persons' allowances raised

At the 1957 session of the Alberta Legislature, which opened on February 14 and closed on April 11, the Alberta Labour Act was amended for the third time, after a conference had been held. An important change was the addition of a new section providing for equal pay for equal work.

Increases were provided for in allowances payable to needy mothers, widows and to disabled persons.

### Alberta Labour Act

The Alberta Labour Act, the province's labour code, which deals with hours of work, minimum wages, labour welfare, industrial standards and labour relations, was amended and a new section added providing for equal pay for equal work. The amendments followed a conference in the summer of 1956 of representatives of organized labour, employers' organizations, the public and government officials, the usual procedure for a revision of the Act.

#### Equal Pay

With the enactment of the new Part VI, "Equal Pay", which came into effect on July 1, Alberta became the sixth province to provide for equal pay for equal work. Under this section, an employer is forbidden to employ a female employee at any lesser rate of pay than that at which he employs a male employee for identical or substantially identical work. The Alberta legislation follows the wording of the federal and Manitoba Acts in using the phrase "identical or substantially identical work".

A difference in rates of pay based on any factor other than sex is permissible, however, "if the factor on which the difference is based would normally justify such a difference". An employer and employees bound by a collective agreement in force on July 1, 1957, are exempted from the application of the legislation for the duration of the agreement or one year, whichever is shorter.

The provisions regarding equal pay are to be administered by the Board of Industrial Relations. A complaint regarding equal

pay is to be made in writing to the Chairman, who will direct an inspector to make an investigation. Where the inspector is unable to arrange a settlement, the complaint is to be referred to the Board. The Board is required to call the interested parties before it for a hearing. After completing its inquiry and determining the merits of the complaint, it may issue to the parties directly affected "whatever direction it deems necessary" and such direction must be complied with.

For contravening the equal pay provisions, the employer is subject to a fine of up to \$100 or, if a corporation, up to \$500 and, in addition, is made liable for the payment of whatever additional remuneration the employee would have received if the employer had complied with the Act. The wages which the employee may recover may not, however, apply to any earlier period than the six months preceding the initiation of the prosecution or the date of termination of her services, whichever occurs first. Recovery of wages by the employee through a civil action is provided for, but where a complaint has been made no action may be commenced.

#### Employment of Children

With respect to employment of children, the Act continues to prohibit the employment of a child under 15 in any work in or about a factory, shop or office building and, except with the written consent of the parent or guardian, (a new requirement added this year) and the approval of the Board, in any other employment. Some relaxation of these restrictions was provided for through the power given to the Lieutenant-Governor in Council to make regulations allowing the employment of children under 15 in specific "safe" occupations, subject to the protection afforded by

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

the Child Welfare Act. Regulations made under this section are summarized on page 1359 of this issue.

Authority was also given for controlling employment of young persons above the age of 15 by providing that the employment of young people from 15 to 18 years of age under conditions considered "likely to be injurious to life, limbs, health, education or morals" may now be prohibited by regulation.

### **Weekly Rest**

The weekly rest provisions were amended to ensure that an employee is given a day off "immediately following each period of not more than six consecutive days of work". The former wording requiring an employer to grant a day of rest "in each period of seven consecutive days" would have allowed the employer to give an employee the first day of one week and last day of the following week, thus requiring an employee to work twelve days without a day off.

### **Holidays with Pay**

The holiday with pay provisions were amended to refer to "vacations with pay" so as to avoid confusion with statutory holidays. Reference is now made to vacation-with-pay stamps or *other credits*, so that the Board could provide that credits may be placed in books by a meter machine.

The amendment makes it an offence to neglect to place credits in the vacation-with-pay book and to neglect to pay a sum in lieu of a vacation with pay. Previously, failure to grant an employee a vacation with pay was the only offence specified under this section.

Where an employer is convicted of an offence under the vacation-with-pay provisions the magistrate is now authorized to order the employer to pay the employee an amount equivalent to the vacation with pay credits to which he is entitled. As before, he may also order the employer to grant the vacation with pay or, where the employment has ended, order the employer to pay to the employee or to the court the money to which the employee is entitled in lieu of a vacation with pay. A prosecution for an offence under the vacation-with-pay provisions is now limited to one year from the date on which the alleged offence occurred. The employee is given the power of distress upon the goods of the employer in order to recover money owing him for a vacation with pay.

### **Industrial Standards**

With respect to industrial standards, an amendment provides that a schedule may establish the maximum number of hours

which may be worked in a day but may no longer state the hours within which work may be performed. It was further provided that wage rates fixed by a schedule must not be for lesser amounts than are provided in Part VI, the equal pay section of the Act.

### **Labour Relations**

A number of changes were made in Part V, which deals with labour relations. Provision was made for the appointment of a vice-chairman of the Board of Industrial Relations to act during absence of the chairman. The expression "board of arbitration" was changed to "conciliation board," the term in general use in the federal and provincial Acts.

The definition of "trade union" was changed to provide that a trade union for the purposes of the Act must have established itself as a properly organized body. It must now be an organization of employees formed for the purpose of regulating relations between employers and employees "which has a written constitution, rules or by-laws setting forth its objects and purposes and defining the conditions under which persons may be admitted as members thereof and continue in such membership".

With respect to application for certification, an amendment recognizes the situation where the term of an agreement is not in even years, for example, an agreement covering a period of 18 months. In such case, application may be made during the last two months of the agreement.

Several changes were made with respect to the constitution and procedure of a conciliation board. The residence qualification for membership on a board was reduced from three years in the province to one year. The Act was amended to state clearly that the duties of a board are "to make full inquiry between the parties in relation to the matters referred to it". The provisions permitting a board to sit and give a decision in the absence of one member were removed. It was also provided that an award of a conciliation board may be retroactive to the date of appointment of a conciliation commissioner, rather than to the date of application for such an appointment, thus providing for cases in which conciliation commissioner is appointed on the initiative of the Minister. The Legislature also added to the provision declaring that an award is not enforceable by a court the words, "unless both parties to the dispute have accepted the award".

Under the Act, an application for the suspension of the certification of a bargaining agent may be made only after 10

months have elapsed following certification. A further limitation was added providing that the application may not be made during a legal strike or lockout without the Board's consent.

The provisions for referring a strike or lockout to a judge of the Supreme Court for an adjudication as to its legality or illegality were repealed.

### **Miscellaneous**

The Act limits hours of work to 8 and 48 but permits exceptions in cases of accident or urgent necessity. In such cases the employer was formerly required to send a monthly report as to every day on which the limit was exceeded. As amended, the employer need not send a report respecting each day on which the limit is exceeded but only the extent to which the limit is exceeded during the month.

The section which requires an employer to notify his employees of their working hours was amended to make it clear that 24 hours' notice of a change of shift is not necessary in the case of accident, urgent work done to machinery or in unpreventable circumstances.

The definition of "overtime" was extended to include hours worked in excess of the hours fixed by a shift schedule of work in a continuous operation approved by the Board as well as time worked after nine hours in a day and 48 in a week.

A new requirement in the Act is that every employer who employs 11 or more employees must give to each employee a written statement for each pay period, showing hours worked, wages at a straight-time rate, wages at an overtime rate, any bonus or living allowance paid, deductions and the purpose for which each deduction was made. The employer with fewer than 11 employees must furnish such a statement upon request. Upon request, the employer must give an employee a detailed breakdown of his earnings. Under the former provisions an employer was obliged to furnish pay statements only upon request.

Employers under the Act were previously exempted from keeping any records with respect to supervisory, managerial and confidential employees. The amendment now requires them to maintain the same records for such employees as for other workers, except for records of hours worked. Other particulars are required for vacation with pay purposes.

The Act requires an employer to keep a record of certain particulars regarding employees at each place of business or at his principal place of business in the Province. An amendment permits the

employer to keep the required records, with the consent of the Board, partly at his principal place of business and partly at the place of business where the employee works.

With regard to inspection, the Act now specifically authorizes an inspector to require an employer to produce for inspection any books, records, payrolls, contracts of employment and any other employment records.

Amendments were made to the Gas Protection Act, passed in 1955 to provide for regulation of the manufacture, sale, installation and use of gas equipment for consumer use (L.G. 1955, p. 1402). The amendments widen somewhat the scope of the Act by re-defining "gas installation" to include "equipment in trailers and vehicles and mobile buildings".

New powers were given by the amendment to an inspector to require a person to disconnect the gas supply if he finds a gas installation to be dangerous to life and property. The supply may not be reconnected until the inspector grants authority to do so.

### **Social Legislation**

The Mothers' Allowance Act was amended to extend the coverage of the Act to an otherwise eligible woman whose husband has been confined to a tuberculosis hospital for a continuous period of at least one month.

The amendment also authorizes an increase in the additional allowance payable under the Act from a maximum of \$10 to a maximum of \$30. The additional allowance is a special bonus paid entirely by the provincial government, whereas the cost of the basic allowance is shared between the province and the municipality.

### **Allowances to the Disabled**

In view of the increase from \$40 a month to \$46 voted at the last session of Parliament in the allowances towards which the federal Government will contribute under the joint federal-provincial plan to disabled persons, the Alberta Disabled Persons' Pension Act was amended to authorize the province to provide for the increase.

By a further amendment, the means test (a maximum income of \$720 a year including the pension for a single person; \$1,200 if married) is no longer specified in the Act but will be fixed by regulation of the Lieutenant-Governor in Council.

### **Widows' Pensions**

The Widows' Pensions Act was amended to increase the pension from \$40 to \$46,



thus bringing it into line with allowances payable to the aged, the blind and the disabled under the joint federal-provincial schemes.

A widows' pension, which is paid by the provincial government to needy widows, was, like the mothers' allowance, extended

to a woman whose husband has been in a sanatorium for tuberculosis for a continuous period of one month or longer.

The means test (at present an income of \$720 or less a year including the pension) will be prescribed by regulation instead of being specified in the Act.

## Legal Decisions Affecting Labour

Quebec appeal court unanimously refuses prohibition order against the Labour Relations Board. Ontario court rules that necessary conditions for representation action were not fulfilled in a suit for damages

By a unanimous decision of seven judges the Quebec Court of Queen's Bench (in appeal) held that a writ of prohibition was not applicable since the Labour Relations Board had not exceeded its jurisdiction. The Court found that the Board's procedural regulation By-law No. 1 does not restrict the essential powers conferred on the Board by the Labour Relations Act.

In an action for damages against a union employee, the Ontario High Court ruled that additional representatives of the union could be appointed if the union had a trust fund and if the circumstances warranted the plaintiff resorting to that fund in satisfaction of his claim.

### Quebec Court of Queen's Bench . . .

. . . rejects company request for writ of prohibition against Labour Board's decision on certification

On August 1, 1957, the Quebec Court of Queen's Bench (in appeal) ruled that the Quebec Labour Relations Board did not exceed its jurisdiction when it granted certification to a union and particularly by accepting a request for certification before the three months' period had elapsed since the Board rejected the first request for certification.

The decision of the Court confirmed the ruling of the Superior Court which rejected the company's request for a writ of prohibition against the Labour Relations Board's decision granting certification to a union. The circumstances of the dispute, as related in the reasons for judgment, were as follows.

On July 28, 1955, *le Syndicat catholique des employés du transport interurbain* filed with the Labour Relations Board an application for certification as a bargaining agent for the employees of *Transport Boischatel Limitée*. The company contested this request on the ground that it was not

made in good faith and that the union did not represent the majority of the employees. The Board investigated these allegations and on September 14, 1955, refused the certification and declared that the union was not a *bona fide* association within the terms of the Labour Relations Act.

On December 9, 1955 (five days before the three months' time limit had elapsed), another request for certification was filed with the Board by *l'Association des employés du Transport Boischatel*. The company contested this request, claiming that *l'Association* was not a *bona fide* association because it was in reality the same group as *le Syndicat catholique des employés du transport interurbain*, which had been refused certification less than three months prior to the making of the application by *l'Association*, and thus contravened the provisions of Article 12 of the Board's by-law No. 1, which reads:

When a petition for the recognition of an association has been rejected by the Board, the latter will not accept a second petition from the same petitioner regarding the same bargaining body, or from a similar body of employees regarding the same employer within a period of three months following the date of the decision that rejected the petition, except when the Board deems that the first petition for recognition has been rejected as a result of a technical error.

The company claimed also that *l'Association* did not represent the majority of the employees.

This time, however, after investigating the matter, the Board, by its decision rendered on January 26, 1956, certified *l'Association* as a bargaining agent for the employees of the company. The decision stressed the *bona fide* and representative character of *l'Association* and made reference to the terms of the Labour Relations

Act and By-Law No. 1; the latter containing Article 12 (quoted above) was adopted by the Board in pursuance of Section 38 of the Labour Relations Act, which reads in part as follows:

The Board may make regulations to govern the exercise of its powers, its internal management, the duties of its staff, the conducting of its sittings, the procedure at its investigations, the form of reports which must be made to it and generally, the carrying out of this act.

The company contested the decision of the Board by applying for a writ of prohibition on the ground that the Board in certifying *l'Association* exceeded its jurisdiction. The Board opposed that demand by means of inscription in law and by invoking Section 41A of the Labour Relations Act, which provides that the "decisions of the Board shall be without appeal and cannot be revived by the courts; no writ of *quo warranto*, of *mandamus*, of *certiorari*, of prohibition or injunction may be issued against the Board or against any of its members acting in their official capacity; and that the provisions of Article 50 of the Code of Civil Procedure shall not apply to the Board, or to its members acting in their official capacity".

It was on the basis of this Article 41A that the judge of the Superior Court, on June 29, 1956, accepted the inscription in law and rejected the company's request for a writ of prohibition.

The decision of the Superior Court was appealed by the company, who contended that the Board had no jurisdiction to grant certification; By-law No. 1 issued by the Board provides that when a petition for the recognition has been rejected by the Board, the latter will not accept a second petition within a period of three months following the date of the decision that rejected the petition; *l'Association* was not constituted legally, its constitution was never authorized according to the provisions of the Professional Syndicates Act or other provincial laws applicable in this case; *l'Association* has no legal existence and is identical with *le Syndicat catholique des employés du transport interurbain* whose request had been rejected; since the hearing before the Board *le Syndicat* acted for *l'Association*. Considering these facts the company claimed that the Board had no jurisdiction to grant certification to *l'Association des employés du Transport Boischatel* and by granting such recognition the Board exceeded its jurisdiction; this decision was *ultra vires* of the powers of the Board and thus null and without effect and moreover it was as yet not executed. In conclusion the company asked for a writ of

prohibition and requested the Court to declare the decision of the Board as illegal, nul and without effect and to revoke the certificate of recognition issued by the Board for the benefit of *l'Association des employés du Transport Boischatel*.

The Court of Appeal confirmed the ruling of the Superior Court in rejecting the company's demand for a writ of prohibition against the Board's decision; however, this decision was based on different ground. The decision of the Superior Court was based on Section 41A of the Labour Relations Act, which says that the decisions of the Board cannot be revised by the courts, and that no writ of *quo warranto*, of *mandamus*, of *certiorari*, of prohibition or injunction may be issued against the Board's decision.

The Court of Appeal did not find it necessary to make pronouncement regarding the scope of Section 41A and to consider this provision as a basis for its ruling, because, in the opinion of the Court, the Board did not exceed its jurisdiction when granting the contested certification. Article 1003 of the Code of Civil Procedure provides that in cases where there is no appeal, a writ of prohibition lies whenever a court of inferior jurisdiction exceeds its jurisdiction. The findings of the Court of Appeal that the Board did not exceed its jurisdiction was considered sufficient to reject the company's demand for a writ of prohibition without entering into consideration of the scope and application of Section 41A of the Labour Relations Act.

All seven judges were unanimous in dismissing the company's appeal. Each judge gave separate reasons for decision.

In the opinion of Mr. Justice Rinfret the company, in order to win its appeal, would have to convince the court regarding three matters: first, that the Board exceeded its jurisdiction; second, that the writ of prohibition is the proper procedure in these circumstances; third, that in spite of the terms of Section 41A of the Labour Relations Act the remedy of a writ of prohibition is available.

To prove the first allegation, that the Board exceeded its jurisdiction, the company brought forward three arguments.

The main argument was based on Article 12 of the Board's By-law No. 1, which, according to the company, forbade the Board to consider a new request for certification submitted in fact by the same union acting directly or through the persons interposed regarding the same unit before the expiration of the expressly imposed waiting period provided by the by-law in question.

In addition the company maintained that the Board could only recognize as a bargaining agent a *bona fide* union and that *l'Association* was not *bona fide*.

Finally, the company maintained that the Board could not issue a certificate in favour of *l'Association* considering that *l'Association* did not represent legally the majority of the employees comprising the bargaining unit.

In issuing the certificate of recognition in favour of *l'Association*, the Board, according to the company, obviously exceeded its jurisdiction.

Commenting on these arguments, Mr. Justice Rinfret stated that when the first request for recognition was made the company raised the issue of *bona fide* and representative character of the union, and recognized the jurisdiction of the Board regarding these two matters.

When the second request was made the company took the same position by claiming in a letter to the Board dated December 10, 1955, that *l'Association* was not a *bona fide* union in the sense of the law and that it did not represent the majority of the employees.

Thus for the second time the company acknowledged the Board's jurisdiction to decide the *bona fide* and representative character of the union.

This time, however, by its decision of January 26, 1956, the Board rejected the company's allegations and recognized *l'Association* as a bargaining agent.

In Mr. Justice Rinfret's opinion, the disposal of these two issues, good faith and majority, is the very essence of the authority conferred on the Board by the statute which created it.

He did not consider it necessary to decide whether the Board's decision was right or wrong, only whether the Board had competence to render the decision. Even if the Board made a mistake this would not deprive the Board of its jurisdiction.

The company further claimed that the request of *l'Association*, whose name was only a disguise for *le Syndicat*, was in reality a second and new request, presented by the same union, regarding the same bargaining unit and that this request should not be presented before the expiry of the required three months provided by Article 12 of By-law No. 1. The request was actually presented five days before the expiration of the waiting period.

The Board received, continued Mr. Justice Rinfret, from the Legislature according to Section 38 of the Labour

Relations Act, the right to make regulations to govern the exercise of its powers, its internal management, etc. These regulations issued for the guidance of interested parties could not restrain the scope of the very powers conferred by the legislator. It is only a matter of regulating the exercise of these powers, of establishing procedure, which the Board has the right and power to amend. It would be confounding the power with the exercise of the same power if the regulations were used to restrict the scope and extent of the functions conferred on the Board by the legislator.

There is nothing, Mr. Justice Rinfret added, in the decision of January 26, 1956, that would disclose the reasoning of the Board regarding By-law No. 1. The Board indicated only that it had considered the terms of the said By-law.

Did the Board reach the conclusion that the identity of the petitioner in the case of the second application was the same as in the case of the first application? Was the Board of the opinion that the first application was rejected because of a technical error? There is no indication.

Did the Board distinguish between the acceptance of the request by the Board sitting as a tribunal and the receiving of the request in the office of the Board? Again there is no enlightenment in the decision.

In either case he did not see how it could be maintained that the Board had either no power to decide these questions, or no jurisdiction to decide them one way or another.

The company maintained that the Board made an error when deciding, either that the first request was rejected on technical ground or that the acceptance and the receipt of the request are two different propositions. The company may be right; the Board may be wrong.

It could happen that both petitioners were the same person, that the previous request was not rejected because of technical error, or that the waiting period of three months should be counted from the date of the previous decision to the filing of the second request; but the Board decided otherwise on one of these three points, and an error in its decision, if there is an error, could not deprive the Board of the jurisdiction to render a decision on the submitted matter.

He was therefore of the opinion that the Board did not exceed its jurisdiction when rendering its decision of January 26, 1956. This disposed of the appeal and rendered unnecessary, at least in this appeal, the



discussion of two other arguments submitted by the company. *Transport Boischatel Limitée v. La Commission de Relations Ouvrières de la Province de Quebec* (1957) RJQ, BR 589.

### Ontario High Court of Justice . . .

... dismisses application to name representatives of union as defendants in action against employee

On June 14, 1957, the Ontario High Court of Justice dismissed an application for a representation order to add certain persons as representatives of a union as defendants in an action for damages.

The application was made by the plaintiff, Smith Transport Ltd., claiming damages for negligence arising out of a motor vehicle collision between a truck and trailer unit owned by the plaintiff and a pick-up truck owned by the defendant Baird, the acting secretary of Local 247 of the International Hod Carriers', Building and Common Labourers' Union of America. At the time of the accident it was alleged he was driving the pick-up truck in the course of his employment.

The plaintiff asked (1) for an order adding Herbert T. Green and Sven Jenson as representatives of the International Hod Carriers', Building and Common Labourers' Union of America (AFL) and (2) for an order adding James L. Smith and John Brawley as representing Local 247.

In applying for a representation order the plaintiff sought to add representatives of the Union as defendants under Rule 75 and consequently to allow the use of union funds in satisfying his claims for damages.

The Court dismissed both applications, invoking the principle established in *Barrett v. Harris* (1921) by Mr. Justice Middleton, who said:

The result, in my opinion, is, that in an action to recover damages for tort the Rule cannot be invoked unless it is intended to be alleged that the unincorporated body is possessed of a trust-fund and such circumstances exist as entitle the plaintiff to resort to that fund in satisfaction of his claim. In such case the trustees may be appointed to represent the general membership in defending the fund.

This stand was approved by the Court of Appeal in *Robinson v. Adams* (1925), when Chief Justice Latchford said:

The true principle seems to me to be that, where, as in the present case, the action is to recover damages for a tort, and it is not alleged that the unincorporated body is possessed of a trust-fund to which the plaintiff, in the event of success, would have the right to resort (in which case the trustees may be appointed to represent the members in defending the fund), an order of representation should not be made.

Relying on these authorities, the opinion of the Court was that before a representation order can be made the Court must be satisfied, first that the Union has a fund coming within the category of a trust fund, and second that such circumstances exist as entitle the plaintiff to resort to that fund in satisfaction of his claim. If these requisites are satisfied, the Court then has to decide whether the persons put forward as defendants properly represent the members of the Union.

In considering the first requisite, whether the union has a fund coming within the category of a trust-fund, the Court noted that in the case at bar the headquarters of the union concerned are in Washington, D.C., and the Union has two funds, the Death Benefit Fund and the General Fund. These funds are made up of charter fees, admission charges and a tax of 65 cents per month per member. These fees are in addition to and distinct from the usual dues paid by members of the Union to their Locals. (Local 247 has no fund in Ontario that could satisfy the plaintiff's claim.)

In the opinion of the Court, the Death Benefit Fund is clearly not available for payment of the plaintiff's claim and the question arises whether the General Fund comes within the category of a trust fund and whether the plaintiff is entitled to resort to it in satisfaction of his claim.

Section 3 of Article 17 of the constitution reads as follows:

All expenses of the International Officers, organizers, representatives and employees of the general office, including the general running expense of the International Union incident to the conduct of the business affairs of the General Office and all other expenses not otherwise provided for shall be paid from the General Fund.

Considering the wording of this section, the opinion of the Court was that a judgment for damages against the Union might be properly payable out of the General Fund and, considering that the money in the General Fund was contributed by the members of the Union for a specific purpose, this fund might come within the category of a trust fund as contemplated by the authorities.

Regarding the second requisite, whether the circumstances exist that entitle the plaintiff to resort to that fund in satisfaction of his claim, the Court was of the opinion that there was not sufficient material before the Court to warrant the conclusion that the General Fund of the International Union was one to which the plaintiff could resort if successful in his

action. The Court pointed to the fact that the alleged tortious act of the defendant was alleged to be committed in the course of his employment with Local 247, consequently any judgment obtained by the plaintiff should be against the Local 247, especially as the said local receives dues from its members which cover all its expenses, whereas the revenue of the International Union comes from admission fees and a small tax imposed on the members and apparently is allocated to cover the expenses of the International Union. To warrant a representation order as far as the International Union was concerned the plaintiff would have to show that it would be reasonable to conclude that the International Union would come to the aid of the Local Union and satisfy any judgment out of its General Fund. This has not been established.

Afterwards the Court proceeded with the question whether the persons put forward as defendants properly represent the members of the Union. In this respect the Court considered whether Green and Jenson were the proper persons to be appointed to represent the International Union in the case at bar, and whether Smith and Brawley would properly represent the Local.

The Court noted that as the action arose out of the alleged act of one of the officers of Local 247 therefore the representatives of that local should be included and it might be that Smith and Brawley would properly represent the local. As the plaintiff is seeking payment from the fund of the International Union, persons should also be appointed to represent the International Union and those selected should be persons who have the management of the Union and control its funds, such as the members of the executive committee and trustees. The persons suggested by the plaintiff, Green and Jenson, were not members of the international executive and,

though appointed by the International Union, their duties were confined to Ontario. Therefore, in the opinion of the Court, neither of them was truly representative of all the members in the U.S.A. and Canada, and they were not the proper persons to be appointed to represent the International Union in this action.

The last question dealt with by the Court was whether the plaintiff could proceed by merely adding representatives of the Union in the first instance and proceed against the trustees later. The Court thought that the cases *Barrett v. Harris* and *Robinson v. Adams* referred to above would indicate that the trustees must be made defendants when it is sought to recover a judgment against a trust fund. If, however, no action could be maintained until the Court was satisfied that there was such a fund available for payment of the plaintiff's judgment, it would seem to follow that the persons who should be brought before the Court to defend the fund should include those who have control of it and that the proper time to add such persons representing the fund would be the time when the Court determines that such a fund exists. A representation order when made should add the representatives and trustees; in some cases they may be the same persons.

In conclusion, the Court dismissed the application to add Green and Jenson as representatives of the members of the International Union, but without prejudice to a fresh application being made on further material. If additional evidence would warrant such an order it was conceivable that Smith and Brawley would be proper representatives of Local 247, but under present circumstances the ruling of the Court was that both applications must be dismissed. *Smith Transport Ltd., v. Baird* (1957) O.W.N., No. 30, p. 405.

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Corporation profits and estimated farm cash income for the first half of 1957 were both down from the comparable period in 1956; but income received by paid workers in the form of wages, salaries and supplementary labour income during the first seven months of the year was higher.

Corporation profits before taxes were estimated by the Dominion Bureau of Statistics at \$1,497,000,000, a drop of 4.6 per cent from last year's first-half total of \$1,569,000,000. Profits after taxes also dropped 4.6 per cent, from \$893,000,000 to \$852,000,000.

Canadian farmers received an estimated \$1,207,000,000 in the first half of this year, down slightly (0.5 per cent) from 1956's comparable total of \$1,213,000,000.

Income received by paid workers in the January-July period was estimated at \$8,724,000,000, a climb of 9.1 per cent from the \$7,994,000,000 in the first seven months of 1956.

# Recent Regulations under Provincial Legislation

Alberta issues new regulations setting out safety rules for quarry operations, legislation permitting after-school employment of children aged 12 to 15 years in certain occupations for limited number of hours

Comprehensive regulations dealing specifically with many of the hazards of quarry operations have been issued in Alberta. They require the manager, foremen and blaster to be persons who have established their technical competence and who hold certificates, and they impose an exact system of record keeping in relation to a number of matters on which safe practices depend.

Legislation permitting employment in certain occupations after school for children between 12 and 15 years of age have been issued under the Alberta Labour Act.

## Alberta Labour Act

Regulations governing the employment of children under the Alberta Labour Act (Alberta Regulations 56-57) were approved by O.C. 1305/57 and gazetted September 14. They specify certain occupations in which children over 12 years of age may be employed after school, and limit the number of hours that may be worked each day.

The Act, which prohibits employment of children under 15 years of age in factories, shops and offices, and in other employment without a permit, was revised at the last session (see p. 1351) to provide that the Lieutenant-Governor in Council may make regulations authorizing the employment of children under 15 in specific occupations and also prohibiting employment between the ages of 15 and 18 in hazardous or unsuitable occupations.

The new regulations specify that a child over the full age of 12 may be employed in the following occupations: clerk in a retail store; delivery boy or girl of small wares for a retail store; vendor of newspapers and small wares; clerk or messenger in an office; express or dispatch messenger; shoe-shiner; water boy on a construction project; front-end service boy in a service station or garage; gardener and landscaper; providing that such employment is not likely to be injurious to the life, limbs, health, education or morals of the child.

The period of the employment may not exceed three hours in any day on which the child is required to attend school or eight hours on any other day, and may not extend beyond 8 p.m. on any day.

The parent or guardian of the child is required to file with the employer written consent for the employment of the child.

## Alberta Quarries Regulation Act

The regulations under the Alberta Quarries Regulation Act have been replaced by new regulations which give additional powers of enforcement to inspectors, require quarry officials to hold certificates of competency and lay down more particular safety and health requirements. The new regulations were gazetted on August 15 as Regulation 38/57 and replace those which have been in effect since supervision of working conditions of quarries was instituted in Alberta in 1950 (L.G. 1950, p. 1699 and 2085). Except for sand or gravel operations, all quarries in the province, which include operations for the extraction of limestone, shale, building stones and bentonite, are covered by the regulations.

In eight parts, the new regulations lay down rules of interpretation, set out the powers of inspectors and the duties and responsibilities of quarry officials, provide for the examination and certification of quarry managers, foremen and blasters, lay down detailed rules respecting the storage, transportation and use of explosives and other safety matters, require the keeping of plans, report books and records, specify the sanitary conveniences and first aid facilities to be provided, and provide for inspection. They also set a minimum age of 16 for any work at a quarry.

## Powers of Inspectors

Under the new regulations, the powers of inspectors are not only broader but are also more specifically set out than formerly. An inspector may require the manager or other quarry official to produce a report book or anything else he considers pertinent to his investigation and, in the event of refusal or failure to comply with his request, may take whatever steps are necessary to obtain possession of the desired object. An inspector is free to enter a quarry at any time and may exercise any powers necessary to carry out his duties, which include an examination into the state and condition of the quarry, the method of disposal of water, matters relating to the safety of workmen, and the manner in which regulations are being complied with.

In the event of an accident or other unusual occurrence, the inspector, after giving a receipt, may take possession of



anything he considers relevant to his investigation and may leave it with the local detachment of the R.C.M.P., subject to access at any reasonable time by a quarry official. When no longer required, the inspector must return the object to the proper official.

Electrical matters in and about a quarry will be inspected by an electrical inspector appointed under the Coal Mines Regulation Act. The electrical inspector may make inquiries respecting the generation, transformation, distribution or use of electricity in or about a quarry and may also make an examination to determine whether the regulations relating to electrical matters are being carried out. In so doing, he may exercise any power necessary to carry out his duties.

Both the inspector and the electrical inspector are required to send a report to the Director of Mines and Minerals immediately after an inspection, at the same time leaving a copy to be posted in a conspicuous place at the quarry.

### **Quarry Officials**

The new regulations, to ensure that every quarry operation is under the direction of technically competent officials, provides for the examination and certification of managers, foremen and blasters. This approach to the safety problem is the same as in the regulations for coal mining in the province, and is new so far as the quarries regulations are concerned, as previously certificates were required only for blasters. The requirement in respect to managers and foremen does not become effective until November 15, 1957.

A quarry may not be worked unless there is a manager, the regulations providing that the owner must appoint himself or another person as manager and so notify the Director and the district inspector. An owner taking part in the technical management of a quarry must hold a quarry manager's certificate under these regulations and will be subject to the same responsibilities and penalties as other managers. Like other managers, he may give orders and instructions concerning matters not expressly provided for so long as they do not conflict with these regulations.

A manager is responsible for the control, management and direction of the quarry. With the written permission of the Director, a manager may also act as foreman or blaster or both if, in the opinion of the inspector, the nature of the operations and the size of the operations are of such nature that he may properly carry out all his duties. No person who is the manager, foreman or blaster at one quarry may carry

out such duties at another unless he has the Director's approval. However, upon the recommendation of the district inspector, the Director may approve a foreman acting as manager, in which case he will be subject to the same responsibilities and liabilities as a manager appointed in the usual way.

Before a quarry may be worked, the owner or manager must appoint a foreman. The foreman is required to hold either a manager's or foreman's certificate and will exercise general supervision over all work in the quarry and be responsible for all safety precautions. With the permission of an inspector, a foreman may temporarily act as manager and, if the district inspector approves, may also act as blaster in addition to his other duties. Every shift, other than a repair or maintenance shift, must be supervised by a foreman who, before commencing work, must read and initial the previous foreman's report and the last report in the blaster's report book. Except when repair or maintenance work is being performed, the foreman must inspect the workings at least once each shift, after which he must enter his findings in the Foreman's Report Book and post a copy in a conspicuous place in the quarry. Blasters may be appointed by either the owner or manager and are required to hold a manager's, foreman's or blaster's certificate. If the district inspector is notified by the owner or manager, the blaster may act as foreman in an emergency.

Unless exempted by the Director, the owner or manager is required to appoint a surveyor to make surveys and plans of the quarry from time to time. The surveyor must hold a mine surveyor's certificate under the Coal Mines Regulation Act, be registered under the Alberta Land Surveyor's Act or be a professional engineer within the meaning of the Engineering Profession Act. A person who has not these qualifications may be authorized by the Director to act as surveyor for a particular quarry. The owner or manager must furnish the surveyor with all necessary particulars and no surveyor may knowingly certify an incorrect plan.

### **Examinations and Certificates**

To be eligible for a quarry official's certificate a candidate must qualify by examination, the regulations prescribing a written examination for managers and foremen and an oral examination for blasters. An applicant for a certificate must also hold a St. John's First Aid Award or other first aid certificate approved by the Director. In addition, special qualifications are set out for each class of certificate.

A candidate for examination for a manager's certificate must be at least 25 years of age and have had at least two years' experience in quarrying operations, including six months' experience as or under the supervision of a blaster or be the holder of an equivalent certificate under the Coal Mines Regulation Act. A candidate for examination for a foreman's certificate must be at least 23 years and have had at least one year's experience in quarrying, including six months' experience as or under the supervision of a blaster, or be the holder of an equivalent certificate under the Coal Mines Regulation Act.

No person may try the oral examination prescribed for blasters unless he is at least 21 years and has had at least six months' experience in drilling and blasting under the supervision of a blaster.

Notwithstanding the qualifications set out above, with the Director's approval a person who has been acting as manager or foreman of a quarry for a period of at least six months before the publication of these regulations (August 15) may be granted a certificate without examination provided he applies within six months of the date of publication and pays the prescribed fee. If he does not hold the required first aid certificate, he must qualify for one within the period specified by the Director.

An application for a written examination must be sent to the Director and for an oral to the district inspector. Every application must be on the approved form and must be accompanied by evidence as to the candidate's qualifications, experience, sobriety and general good conduct as well as by the prescribed fee.

On examination, a candidate must show that he has sufficient knowledge of the Quarries Regulation Act and these regulations as well as of theory and practical work. If he is trying for a manager's certificate he must obtain at least 70 per cent on each subject and an average of 80 per cent on the whole examination. A candidate for a foreman's or a blaster's certificate must make at least 60 per cent on each subject and an average of 70 per cent.

After an examination, the inspector will send the papers and the results of the oral examination to the Director, who, upon being satisfied that the requirements have been met, will issue the certificate applied for.

On the recommendation of an inspector, the Director may issue a provisional certificate without examination to a person who has the qualifications prescribed for a

manager's or a foreman's certificate or who is the holder of an equivalent certificate under the Coal Mines Regulation Act. A provisional certificate will be for a period of not more than one year from date of issue and will be valid only at the quarry specified in the certificate. A provisional certificate may be cancelled by the Director at any time and is also subject to cancellation if the holder fails to try an examination held during the period for which his certificate was granted.

If representations are made to the Minister charging a quarry official with incompetence, misconduct, drunkenness or gross negligence, he may order an inquiry and ask the person to surrender his certificate, first informing him of the charges against him. If the official does not comply with the order, his certificate may be suspended or cancelled.

The inquiry will be conducted by the Minister or persons appointed by him. It will be public and the accused may attend or be represented by his solicitor or agent and may also be sworn or examined as a witness if he so desires. While conducting the inquiry, the Minister or his appointee may exercise the powers of a commissioner under the Public Inquiries Act.

If the holder is found guilty of an offence under the Act, the Minister may cancel or suspend his certificate. If cancellation or suspension is ordered, it will apply to a higher certificate as well as to the certificate the person was working under when the offence was committed but will not affect a certificate of lower qualification. A cancelled or suspended certificate must be immediately surrendered to the Minister, who may later renew or restore it under such terms as he considers proper.

The regulations further provide that the Director must keep a register of all certificates in which all cancellations and suspensions will be recorded. They also state that no person may be employed unless he holds the required certificate.

### Plans

The owner or manager is required to keep at the quarry office a plan showing among other particulars the workings of the quarry, the general direction and inclination of the strata, the thickness of the bed or strata being worked and any portion of the right of way for a pipe line within 500 feet of the quarry. Every plan must be signed by the owner or manager and certified by a surveyor appointed under the Coal Mines Regulation Act. At least once a year the owner or manager must

send an up-to-date plan to the Director or district inspector unless exempted by the Director. This is a new requirement.

### **Explosives**

All drilling and blasting operations in a quarry are to be carried out under the direct supervision of a qualified blaster holding a manager's, foreman's or blaster's certificate.

Before drilling operations begin, the blaster must ensure that the drilling can be safely carried out, after which he must examine every shot hole before it is charged, personally couple the shot-firing cable to the means of ignition and see that all persons are out of danger before a shot is fired. After firing, he must take whatever precautions are necessary before allowing work to be resumed.

Before the start of each shift the blaster must initial the previous Blaster's Report Book noting whether any dangerous condition exists. At the end of his shift, he must enter a record showing the number of holes drilled, charged and blasted, the number of detonators used, the kind and quantity of explosives taken from the magazine, used and returned to storage and the number and the location of any charges left unfired.

Specific rules (in greater detail than in the previous regulations) are set out for the use of explosives, the charging and stemming of shot holes, and the firing of charges. Rules similar to those previously in effect govern the transportation and storage of explosives.

A new provision requires that all explosives obtained for use at a quarry shall be kept in a magazine in charge of a magazine-keeper appointed by the manager. The magazine-keeper is required to keep an account in the Magazine Report Book of deliveries and issue of explosives. As before, the structure of the magazine must be approved by the district inspector.

### **Miscellaneous Safety and Health Rules**

Miscellaneous safety provisions similar to those previously in effect, but somewhat revised, require that electrical equipment shall be installed and maintained in accordance with the provisions of the Electrical Protection Act; measures satisfactory to an inspector shall be taken to prevent the inhalation of dust; and no water shall be allowed to accumulate except where submarine quarrying operations are being carried out with the approval of the Director.

Machinery used in a quarry is to be maintained in a safe operating condition, and to ensure this the manager is to appoint a competent person who is to inspect the

external parts of machinery in actual use at least once every 24 hours. A report of each such inspection is to be made in the Machinery Report Book and signed by the person making the inspection.

Safety ropes and belts are to be made available by the owner and used by an employee working or climbing on the face of the quarry above a safe height from the floor or bench level. Hard hats are to be worn by every person working in a quarry.

Several new provisions place obligations upon employees. An employee may not delegate his work to any other employee without the sanction of the foreman or blaster. Any person finding a dangerous condition in a quarry shall report it to the foreman, who is required to take the necessary action and enter a report in the Foreman's Report Book. If a person receives a personal injury in the quarry he is required to report the accident to the manager, foreman or blaster, before he leaves the quarry, if he is able to do so. Every accident is to be recorded in detail in the Accident Report Book by the manager, foreman or blaster.

The same provisions as formerly require adequate sanitary conveniences and fresh drinking water. A new requirement is that unless exempted by the Director, an owner is to provide a wash house, approved by the Director, containing an ablution room and a drying room, heated when in use to at least 70°. Rules governing the use of the wash house may be made by the owner or manager, subject to the approval in writing of the district inspector.

A new requirement regarding first aid and hospital facilities places an obligation on the owner or manager to see that there are sufficient first aid supplies at the quarry, that on every shift there is at least one person immediately available who is the holder of a St. John's First Aid Award or other first aid certificate satisfactory to the Director, and provide a first aid station with at least two beds properly furnished and suitable for the temporary use of injured persons. If, in his opinion, suitable hospital and ambulance facilities are available in the vicinity, the Director may exempt a quarry from the first aid station requirement.

As is common in mining legislation, inspection committees appointed by the quarry employees from their own number are given certain rights of inspection, and the quarry management is required to make available every facility necessary for inspection. To be appointed to an inspection committee a person must have had at least one year's experience in quarries.



A committee may carry out monthly inspection of every part of the quarry and may accompany an inspector during his inspection. Where a serious accident occurs or emergency conditions arise, the committee may enter the quarry as soon as its members assemble provided it is accompanied by the manager, foreman or blaster. A report of the regular monthly inspection is to be entered in the Inspection Committee Report Book and sent to the district inspector.

The regulations also contain a schedule of fees for the required certificates.

### **Newfoundland Motor Carrier Act**

The Motor Carrier Regulations, 1957, made by the Board of Commissioners of Public Utilities under the Motor Carrier Act and approved by the Lieutenant-Governor in Council on August 27, 1957, were gazetted September 3. They replace regulations dated February 26, 1952; March 25, 1952 and February 28, 1956.

The regulations apply to persons operating a public passenger service except taxis and school buses. They set out the procedure for making application for a franchise and certain requirements for those to whom a franchise is given. One of these

requirements is that each motor carrier keep in Newfoundland a permanent record of the hours of employment of all drivers and the vehicles driven by each during such hours. Records are to be open to inspection by duly authorized agents of the Board.

### **Quebec Stationary Enginemen's Act**

Regulations under the Stationary Enginemen's Act were amended by two orders, O.C. 875 of August 28, gazetted September 14, and O.C. 980 of September 28, gazetted October 5.

The first order authorized the Board of Examiners to determine "the number of qualified persons to be on duty in each shift of a steam plant, according to the capacity of the power plant, the distribution of the steam generating units and the degree of safety offered by the accessories". It also repealed the provision added to the regulations in 1950 setting out qualifications for acting inspectors.

The second order changed the year for which certificates are issued to enginemen from the year ending March 31 to the year ending December 31 in each year. Certificates are to be renewed before March 31 each year instead of May 1.

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## **Industrial Standards Acts in New Brunswick, Ontario, Saskatchewan**

During July, August and September, three new schedules were made binding and two others were amended under Industrial Standards Acts. These included two new schedules for the barbering industry at Oshawa and Pembroke, Ont., and the amendment of the schedule for the barbering industry in Saskatchewan.

In New Brunswick, a new schedule for plumbers at Moncton increased the minimum wage rate from \$1.60 per hour to \$1.75 for work during regular working periods, \$1.70 to \$1.87 during special periods. Weekly hours were unchanged at 40.

In Ontario, an amendment to the schedule for the men's and boys' clothing industry throughout the province increased the minimum wage rates by from 6½ to 7½ cents per hour. In the counties of Halton,

Ontario, Peel, Wentworth and York, minimum wage rates for employees working on other than odd pants now range from 78 cents per hour for binders and bottom trimmers to \$1.43 for cutters and markers; in other parts of the province, from 68 cents per hour to \$1.25. Wage rates of employees engaged in operations on odd pants in the counties of Halton, Ontario, etc., now range from 67½ cents per hour for pant-crease felling machine operations to \$1.22 for cutters and markers; in other parts of Ontario, from 59 cents per hour to \$1.07. Weekly hours are now established at 40 throughout the province (previously 44 in parts of Ontario other than the counties named above). This amendment also provided for reduced overtime rates in the case of work on military uniforms for the armed services of any country.

# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Number of claims for benefit, claimants on "live" file at month-end, new beneficiaries all slightly higher in August than in July, benefit payments and average weekly benefit slightly lower, statistics\* show

The number of initial and renewal claims for unemployment insurance benefit in August was 115,287, only a slight increase over the 114,107 recorded in July but more than 50 per cent higher than the August 1956 total of 74,992.

The count of unemployment registers in the "live file" on August 30 stood at 208,708 (146,959 males and 61,749 females), as against 205,779 (138,938 males and 66,841 females) on July 31, 1957. In comparison with the same date in 1956, when the total was 132,276 (82,717 were males and 49,559 were females), the current month's figures represent an increase of close to 60 per cent. Claimants at August 30 constituted 5.4 per cent of the estimated insured population on August 1, whereas for the same date last year this percentage was 3.5.

The proportion of male claimants at August 30 was close to that of July 31 (about 70 per cent) but somewhat higher than at August 31, 1956, when it was between 60 and 65 per cent.

Adjudications on initial and renewal claims numbered 115,553 during August, and of these, 93,113 or 80 per cent were considered "entitled to benefit". While an almost equal volume of initial and renewal claims were adjudicated, only 70 per cent of the initial as against more than 90 per cent of the renewal were thus classified. Initial claims totalling 18,826 were "not entitled to benefit"; of these, 11,328 or 60 per cent were cases in which a benefit period was not established. Disqualifications arising from initial, renewal and revised claims numbered 17,790, the chief reasons being: "voluntarily left employment without just cause" 6,141 cases; "not capable of and not available for work" 4,242 cases and "refused offer of work and neglected opportunity to work" 1,614 cases.

New beneficiaries during August totalled 78,252, compared with 71,453 during July and 53,182 during August 1956. The month's figure represents about a 10-per-cent increase over July, but is almost 50 per cent above last August.

During August benefit payments amounted to \$13,033,311 in respect of 651,389 weeks, a slight decline from the payments recorded in July—\$13,799,832 and 685,884 weeks. Payments during August 1956 amounted to \$8,170,564 in compensation for 451,725 weeks.

The average weekly rate of benefit paid was \$20.01 for August, \$20.12 for July and \$18.09 for August 1956.

The average weekly number of beneficiaries was 155,100 for August, 155,800 for July and 102,700 for August 1956.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for August show that insurance books or contribution cards have been issued to 4,448,561 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1957.

At August 31, employers registered numbered 295,780, an increase of 1,146 since July 31.

### Enforcement Statistics

During August 1957 there were 4,332 investigations by enforcement officers across Canada. Of these, 3,480 were spot checks

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

\*See Tables E-1 to E-4 at back of book.

of postal and counter claims to verify the fulfilment of statutory conditions, and 78 were miscellaneous investigations. The remaining 774 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 109 cases, 53 against employers and 56 against claimants.\* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 608.\*

## Unemployment Insurance Fund

Revenue received in August totalled \$21,367,129.25 compared with \$23,070,810.31 in July and \$22,545,506.35 in August 1956. Benefit payments in August amounted to \$13,010,710.45 compared with \$13,776,646.25 in July and \$8,152,169.44 in August 1956. The balance in the fund on August 31 was \$870,379,844.64; on July 31 there was a balance of \$862,023,425.84 and on August 31, 1956, of \$879,064,503.71.

# Decisions of the Umpire under the Unemployment Insurance Act

## Decision CUB-1394, September 6, 1957

**Summary of the facts:** The claimant, single, 26 years of age, filed an initial application for benefit on November 2, 1956, stating that she had worked in V..... as a clerk typist for an insurance company from April 18, 1956, to October 31, 1956, when she voluntarily left because she was refused permission to leave her work 30 to 45 minutes early on Friday afternoons from November to February so as to be able to conform to her religious convictions as a Seventh Day Adventist. She stated also that she told the employer that she was willing to make up the lost time by working during her lunch period or overtime but that he would not agree to this proposal.

The employer confirmed the claimant's reason for separation.

The insurance officer was of the opinion that the claimant was not available for work on Fridays and Saturdays and he disqualified her for those two days of the week commencing October 28, 1956 (section 54 (2) (a) of the Act).

The claimant appealed to a board of referees, stating that because of her religious belief she could not work from sunset on Friday to sunset on Saturday from November to February. She contended that as the five-day working week was standard in most offices she should be classed under that category and therefore considered available for work on the two days in question. She added that the loss of time on Friday would have amounted to about an hour.

The board of referees which heard the case in V..... on December 5, 1956, unanimously dismissed the appeal but granted the claimant leave to appeal to the Umpire. The board stated that, while it did not consider that the limitations the claimant had placed on her employment were serious, it did not feel justified in reversing the insurance officer's decision inasmuch as a similar case had never been before the board. With the permission so granted, the claimant appealed to the Umpire.

**Conclusions:** It would appear to me that the disqualification imposed on the claimant is somewhat unrealistic.

The principle that a claimant should not be prejudiced under the Act if he cannot accept work on Saturday on account of his religious beliefs has been recognized in regulation 154, which reads as follows:

Whenever a person is not unemployed during a week by reason only that he does not work on a Sunday and can prove to the satisfaction of an insurance officer that his religious beliefs are such that he observes the Sabbath on Saturday instead of Sunday, he shall be unemployed during such week provided that Saturday is substituted for Sunday in the case of such person for the purposes of paragraph (a) of subsection (2) of section 57 of the Act.

Although this section specifically provides for the adaptation of the requirement of unemployment only to the observance of the Sabbath on Saturday, it would be meaningless if it did not also allow the condition of availability to be met under the same circumstances.

It is relevant to note that a five day working week prevails in the claimant's occupation in the city in which she resides and the restriction placed on her availability for work on Fridays is limited to 30

\*These do not necessarily relate to the investigations conducted during this period.



to 45 minutes (13 weeks during the year), for which loss of time she was prepared to make up by working an extra hour during her lunch period or overtime. Moreover, she is available for work on Sundays in lieu of Saturdays and it is reasonable to assume that there are some if not numerous employments in a large city like V—— involving a pattern of work consistent with the limitations she placed on her availability.

Under the circumstances, it is my firm opinion that the claimant is available for full time suitable employment in a week and the appeal is allowed.

### Decision CUB-1401, September 6, 1957

(Translation)

**Summary of the facts:** The claimant, single, 19 years of age, worked as a butterman in a dairy at L—— from May 10 to October 24, 1956, when he was laid off on account of a shortage of work. On October 29, he filed an initial claim for benefit, which was allowed.

On November 5, the claimant informed the local office that he was taking a course at a school in S——, which was not on the list of schools approved by the Commission. The insurance officer disqualified the claimant from receipt of benefit because he had not proved that he was available for work (section 54 (2) (a) of the Act).

On November 15, the claimant appealed to a board of referees, stating that he was willing to discontinue the course as soon as work was offered to him in the dairy industry; that he had decided to complete his education during the off-season in this industry and that he thought he was as much entitled to benefit while following the course as while "resting at home" or practising sports.

The board of referees heard the case at S——, on December 13, when the claimant stated that he was willing to accept employment in his trade, which he had tried to obtain without success because of the off-season in the industry. The board was of the opinion that the claimant had proved that he was available for work inasmuch as he stated in writing that he was unemployed and willing to discontinue the course if suitable employment were offered to him. The board, therefore, unanimously rescinded the disqualification imposed by the insurance officer.

The Director of Unemployment Insurance appealed to the Umpire contending that the claimant could not personally find employment because of the hours of the course, which were from 9 a.m. to 5 p.m.

each day except Sunday and Thursday afternoon, and that the chances of his obtaining employment in the dairy industry, to which he had limited his availability, were practically non-existent in the winter.

On February 18, the claimant wrote to the local office at S—— that he was devoting the period of his unemployment to study and that he would immediately discontinue the course if suitable employment were offered to him; that the course in dairying consisted of two six-month periods, consecutive or otherwise; that it would be contrary to good common sense to spend these periods inactive "simply waiting for employment"; and that it would be against the humanitarian spirit of the principles of jurisprudence if one were obliged to seek work as a bushman or any other similar employment without the proper training and physical capability.

(The representative of the interested union) in a letter dated February 18, stated that his union was advising young men to complete their education during their "spare time" and that undoubtedly the Unemployment Insurance Act, which is a humanitarian and social measure, was not intended to defeat its good intentions.

**Conclusions:** The Unemployment Insurance Act is certainly not intended to stand in the way of a young man who wishes to complete his education. Its purpose, however, essentially, is to bring help to the worker who, on account of circumstances beyond his control, has lost his employment and is unable to find work.

Moreover, far from requiring that a claimant "remain idle" at home doing nothing while unemployed, the Act implicitly requires that he seek work actively. It is obvious that the extent of the claimant's studies did not allow him to comply with this requirement.

It is to be noted that at the end of October 1955, he voluntarily left his employment as a clerk in a grocery store in order to start his course of pasteurizer and butterman at a school in S——. It is therefore logical to assume that contrary to what he contends, the pursuit of his studies was not dependent on his unemployment.

Moreover, there is a strong presumption that, the claimant having made a substantial financial outlay in order to pursue his studies, he intended to complete them and therefore was not available for work for the duration of the course.

For these reasons, the appeal is allowed and the disqualification imposed by the insurance officer is reinstated from the date that this decision is communicated to the claimant.

# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during September

### Works of Construction, Remodelling, Repair or Demolition

During September the Department of Labour prepared 161 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 188 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in September for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Limited .....	1	\$ 17,330.00
Defence Production .....	98	460,935.00
Post Office .....	20	224,190.44
R.C.M.P. ....	3	71,152.95

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.

## Wage Claims Received and Payments Made during September

During September the sum of \$7,126.28 was collected from six contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 384 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during September

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Central Mortgage and Housing Corporation

*Camp Gagetown N B:* Terminal Construction Division of Henry J Kaiser Co Canada Ltd, site improvement & planting; *Forbes & Sloat Ltd*, site improvement & planting. *Fredericton N B:* Forbes & Sloat Ltd, membrane waterproofing & repairs to basement walls, VR3/48. *Oromocto N B:* Atlas Construction Co, construction of housing units & ground services. *Quebec Que:* The Broadway Paving Co Ltd, \*repairs to storm sewers & asphalt paving, Villeray Terrace. *Deep River Ont:* Nipissing Electric Supply Co Ltd, installation of fire alarm & street lighting systems, AECL 18/56 & 20/56. *Hamilton Ont:* H H Sutton, site improvement & planting. *Kenora Ont:* Bergman & Nelson Ltd, construction of housing units. *Ottawa Ont:* Commercial Painting & Decorating Co, \*exterior painting & refinishing, Laurentian Terrace. *Peterborough Ont:* Terhaar & Vanderdrift, \*exterior painting. *Picton Ont:* Oldcastle Nurseries Ltd, site improvement & planting. *Port Hope Ont:* S Froggett, \*exterior painting. *Renfrew Ont:* James Landscaping Co, site improvement & planting. *Toronto Ont:* Geo Wimpey & Co Ltd, construction of apartment units, Lawrence Heights; Dell Construction Co Ltd, construction of housing units, Lawrence Heights; Evans Contracting Co Ltd, site improvement & planting. *Edmonton Alta:* Everall Engineering Ltd, site improvement & planting; Fuller & Knowles, alterations to boiler room, Highlands Court.

### Department of Citizenship and Immigration

*Portage la Prairie Indian Agency Man:* J A Jessiman, erection & painting of auditorium, Portage la Prairie IRS; V J Sigurdson & Sons, construction of two classroom block, Brandon IRS. *The Pas Indian Agency Man:* Lauze Construction, supply & erection of prefabricated "Armco" portable schools, Guy IRS. *Lesser Slave Lake Indian Agency Alta:* Hillas Electric Co, electrical rewiring of Jousard IRS; Poole Construction Co Ltd, supply & installation of diesel electric generating set & alterations to electrical distribution system, Wabasca (ACC) IRS. *Kwawkwalth Indian Agency B C:* B Boe Ltd, installation of boiler, etc, Alert Bay IRS. *Yukon Indian Agency Y T:* Yardley & McKinnon, reconstruction of dam & water supply pipe line, Carcross IRS.

### Defence Construction (1951) Limited

*Torbay Nfld:* Metallicrete Floor Co Ltd, replacement of floor & installation of catch basin, RCAF Station. *Bedford Basin N S:* Standard Paving Maritime Ltd, construction of water supply system & appurtenances, RCN Ammunition Depot. *Dartmouth N S:* C F Cox Ltd, roofing & sheet metal work, Naval Research Establishment. *Chatham N B:*



International Water Supply Ltd, \*exploratory drilling & development of well. *Bagotville Que*: J R Theberge Ltd, construction of water supply main, RCAF Station; A Janin & Co Ltd, construction of armament bldgs & outside services, RCAF Station. *St Hubert Que*: Ain & Zakuta Ltd, construction of armament bldgs & outside services, RCAF Station. *St John's Que*: E J Persons, reconstruction of roads, walks, etc, & drainage improvement of access road. *Camp Borden Ont*: Clairson Construction Co Ltd, improvements to water supply well & pumphouse. *Downsview Ont*: Seebach & Sons Ltd, reroofing & reflashng of bldgs, RCAF Station. *Petawawa Ont*: Canadian Comstock Co Ltd, alterations to heating systems in bldgs. *Weston Ont*: Semple-Gooder & Co Ltd, reroofing & reflashng of bldg No 5, No 1 Supply Depot, RCAF Station. *Churchill Man*: Canadian Comstock Co Ltd, installation of electrical services & POL pipeline, RCAF Station. *Rivers Man*: Peter Leitch Construction Ltd, construction of well pumphouse & building services, including water pipe line & access road, RCAF Station. *Winnipeg Man*: Peter Leitch Construction Ltd, reinforcement of glulam arches in chapel, RCAF Station. *Calgary Alta*: Gallelli & Sons Co Ltd, paving of walks, fencing & grassing, Sarcee Camp. *Cold Lake Alta*: Burns & Dutton Concrete & Construction Co Ltd, construction of armament bldgs & outside services, RCAF Station. *Aldergrove B C*: The Bay Co (B C) Ltd, replacement of heating units in PMQs. *Comox B C*: Burns & Dutton Concrete & Construction Co Ltd, construction of armament bldgs & outside services, RCAF Station. *Esquimalt B C*: J A Pollard Construction, construction of storage wing addition to Pacific Naval Laboratory bldg, HMC Dockyard.

### Building and Maintenance

*Montreal Que*: Reid & Cambridge Ltd, replacement of heating system, Les Fusiliers Mont-Royal Armoury. *Valcartier Que*: A Deslauriers & Fils Ltee, construction of tank aprons. *Barriefield Ont*: Cardinal Painting & Decorating Co, exterior painting of PMQs. *Cobourg Ont*: Cardinal Painting & Decorating Co, exterior waterproofing & painting of warehouses & central heating plant, No 26 COD. *Falconbridge Ont*: Smith & Elston Co Ltd, extension to boiler plant. *Haileybury Ont*: Temiskaming Construction Ltd, reroofing of armouries.

### Department of Defence Production

#### (August Report)

*Beaverbank N S*: R P Carey Ltd, grading, sodding & seeding, RCAF Station. *Bedford N S*: McDonald Construction Co Ltd, installation of doors in bldgs at Magazine. *Debert N S*: S W Ferguson Ltd, repairs to & painting of hangars, RCAF Depot. *Eastern Passage N S*: R P Carey Ltd, construction of indoor cartridge range, Elkins Barracks. *Greenwood N S*: Fred T Cleveland, interior painting of PMQs, RCAF Station. *Halifax N S*: Halifax Painting & Decorating Ltd, exterior painting & caulking of bldgs, HMCS *Stadacona*; Parker Bros Ltd, exterior painting of bldgs, Willow Park. *Lakeburn N B*: Modern Construction Ltd, repairs to asphalt road. *Mont Apica Que*: Alidor Bergeron, construction of motion picture booth, RCAF Station. *Montreal Que*: Beaver Asphalt Paving Co Ltd, resealing asphalt surface of parade square, etc, DND arena; Canada Carpet Cleaning Co Ltd, installation of tile in bldg, No 39 depot area; D M Hawkins & Co, interior painting of bldg, HMCS *Donnacona*; Richard & B A Ryan Ltd, exterior painting of bldgs, DND areas. *Quebec Que*: L P Grenier & Fils Enr, repointing of exterior stone walls, Administration Bldg, HMCS *d'Iberville*. *St Hubert Que*: P Baillargeon Ltee, construction of parking lot, RCAF Station; Baillargeon & Fournier, repairs to roads, RCAF Station; Walter Tardif & Fils, exterior painting of bldgs, RCAF Station. *St Johns Que*: Richelieu Painting & Decorating, interior painting of bldg, RCAF Station. *Valcartier Que*: Alidor Bergeron, construction of prefabricated bldgs, military camp; La Salle Asphalte Ltee, seal coating of roads & streets in camp & PMQ area, Military camp. *Ville La Salle Que*: Charles Duranceau Ltd, asphalt paving of DND areas. *Aylmer Ont*: R F Almas Co Ltd, repair to roads, RCAF Station. *Camp Borden Ont*: Walker Painting & Decorating Co Ltd, exterior painting of PMQs, RCAF Station. *Camp Petawawa Ont*: Dibble Construction Co Ltd, repairs to runways. *Edgar Ont*: Taylor Bros, erection of workshop & extension to office, Central Heating Plant, RCAF Station. *Fort William Ont*: Lampshire & Terry, repairs to roof, armouries. *North Bay Ont*: Jos Ross Excavation, clearing & grubbing, RCAF Station; Standard Paving Co Ltd, asphalt paving, RCAF Station; Willard & Bluj, repainting of hangars, RCAF Station. *Pictou Ont*: H J McFarland Construction Co Ltd, repairs to track, Point Petre Military Camp. *Rockcliffe Ont*: National Roofing, repairs to roofs, RCAF Station; Plibrico (Canada) Ltd, repairs to boiler, RCAF Station.

*Trenton Ont:* H J McFarland Construction Co Ltd, construction of GOA hardstand, RCAF Station. *Uplands Ont:* Gerry Lowrey, replacement of asbestos shingles on hangars, RCAF Station; George Bolton Ltd, electrical repairs, RCAF Station. *Shilo Man:* Taylor Painting & Decorating Co Ltd, exterior painting of barrack blocks, Military Camp. *Dundurn Sask:* Asphalt Services Ltd, resurfacing parade square & road, military camp. *Regina Sask:* A P Green Fire Brick Co Ltd, repairs to boiler settings, Central Heating Plant; A Larsen, repairs to armouries. *Saskatoon Sask:* Elite Decorators, exterior paintings of bldgs, RCAF Station. *Calgary Alta:* Trotter & Morton Ltd, installation of hot water heating system, RCAF Station; Muri Paving & Construction Ltd, sealing of runway, RCAF Station, Lincoln Park; J B Rogers Ltd, installation of boiler in armouries. *Cold Lake Alta:* P & H Neudorf, repainting of runways, RCAF Station. *Fort Macleod Alta:* J C Edgar & Sons, repairs to water mains, RCAF detachment. *Penhold Alta:* Cor Van Der Hoek, exterior painting of PMQs, RCAF Station. *Ralston Alta:* Asphalt Services Ltd, repairs to roads, North West area; N Nowicki, installation of fencing. *Esquimalt B C:* Dominion Paint Co, interior painting of bldg No 50, Gunnery School, HMCS Naden. *Holberg B C:* Tom Gibson, erection of antenna poles, RCAF Station. *Whitehorse Y T:* McCready-Campbell Ltd, refinishing of walls & roof of garage, RCAF Station; McCready-Campbell Ltd, application of tile on walls & roof of garage, RCAF Station; McCready-Campbell Ltd, application of asbestos on garage, RCAF Station.

### National Harbours Board

*Halifax N S:* The Canada Gunit Co Ltd, renovation of exterior walls, annex No 3, grain elevator. *Saint John N B:* J G Fitzpatrick Ltd, construction of concrete deck on pier 4. *Montreal Que:* J D Stirling Ltd, Miron Construction Ltd & Walsh Canadian Construction Co Ltd, construction of wharf extension at sections 53 to 55; Walsh Canadian Construction Co Ltd, fill for roadway, South Shore, Nun's Island Bridge; Lalonde & Murphy, construction of bldg for maintenance services, section 22; Atwood Ltd, installation of boilers in heating plant & cold storage warehouse. *Vancouver B C:* Commonwealth Construction Co Ltd, installation of bulk screenings, loading bins, No 3 Elevator.

### National Research Council

*Ottawa Ont:* Boreal Construction Co, construction of intake extensions, Bldg M-7, Montreal Road Laboratories.

### Department of National Revenue

*Coulter Man:* Gordon L Holmes, construction of customs-excise office bldg. *Crystal City Man:* Bronson Bros, construction of customs-excise residence bldg. *Marienthal Sask:* F A France Construction Co Ltd, construction of customs-excise office bldg. *Treelon Sask:* Swift Construction Co Ltd, construction of customs-excise office bldg. *Wild Horse Alta:* Remington Construction Co Ltd, construction of customs-excise office bldg, residence & garage.

### Department of Public Works

*Curling Nfld:* Provincial Constructors Ltd; addition & alterations to federal bldg. *LaScie Nfld:* Newfoundland Engineering & Construction Co Ltd, completion of plant site. *St John's Nfld:* Concrete Products (Nfld) Ltd, grading, base course & paving access road, Signal Hill Park. *Terra Nova National Park Nfld:* Concrete Products (Nfld) Ltd, grading & culverts, Charlottetown access road to park boundary, Trans-Canada Highway. *Lower Wood Harbour N S:* Kenney Construction Co Ltd, wharf replacement. *Lunenburg N S:* Smith & Rhuland Ltd, \*construction of diesel-powered launch. *Pictou Island N S:* Albert McLean, \*dredging. *Lower Sandy Point N S:* Maritime Dredging Ltd, \*dredging. *Westport N S:* Kenney Construction Co Ltd, harbour improvements. *Saint John N B:* Acme Construction Co Ltd, construction of customs bldg. *Boucherville Que:* Theode Robidoux Inc, \*dredging in St Lawrence River. *Caughnawaga Indian Agency Que:* Lemieux Construction Ltd, construction of addition to Caughnawaga senior day school. *Chandler Que:* Napoleon Langelier, paving of road. *Grosse Isle Que:* La Cie de Construction Arseneau, construction of breakwater-wharf. *La Malbaie Que:* Sylvio Asselin, construction of breakwater extension. *Levis Que:* Fortunat Bernard, wharf extension, CNR wharf. *Peribonca Que:* Camille Dionne, construction of breakwater. *Ste Anne de Beaupre Que:* Construction Orleans Inc, wharf repairs. *St Barthelemy Que:* St Maurice River Dredging Reg'd, \*dredging. *Sorel Que:* St Maurice River Dredging Reg'd, \*dredging in Richelieu River;

Benjamin Robidas Ltd, construction of post office, UIC & customs bldg. *Westmount Que*: J R Loyer, construction of "Victoria" postal station. *Belleville Ont*: M Sullivan & Son Ltd, construction of federal bldg. *Midland Ont*: R A Blyth, construction of floats. *Moose Factory Ont*: Johnson Controls Ltd, alterations to heating system for hospital, phase 5. *Ottawa Ont*: Clairson Construction Co Ltd, installation of water services, CEF; Sirotek Construction Ltd, addition to annealing room, Royal Canadian Mint. *Southampton Ont*: Lindsay Parkinson (Canada) Ltd, repairs to south pier, Saugeen River. *Wheatley Ont*: N C Serigley, extensions to timber wharf. *Winnipeg Man*: Bird Construction Co Ltd, construction of National Revenue bldg. *Lanigan Sask*: C E Martin, extension to public bldg. *Cardston Alta*: Hall Bros, renovations of boiler plant, Blood Indian Hospital. *Edmonton Alta*: W C Wells Construction Co Ltd, construction of public bldg. *Bamfield West B C*: S R Kirkland, construction of floats. *Cortes Bay B C*: Todd Construction Co Ltd, float renewal. *Ganges B C*: Pacific Piledriving Co Ltd, float renewal. *Irvines Landing B C*: Vancouver Pile Driving & Contracting Co Ltd, wharf repairs. *Kootenay National Park B C*: Concrete Constructors Ltd, construction of Vermilion River bridge, mile 25.3, Banff-Windermere Highway. *Minstrel Island B C*: Horie & Tynan Construction Ltd, float renewal. *Revelstoke National Park B C*: Commonwealth Construction Co Ltd, application of bituminous road mix on access road. *Queen Charlotte City B C*: Pacific Piledriving Co Ltd, wharfhead, freight shed & catwalk extensions. *Sointula, Mitchell Bay & Rough Bay B C*: Todd Construction Co Ltd, float repairs & renewal. *Uchuelet West B C*: Pacific Piledriving Co Ltd, construction of approach & floats, Small Boat Harbour. *Vancouver B C*: Allied Builders Ltd, \*construction of steel hull for Dredge PWD No. 253; Turnbull & Gale Construction Co Ltd, construction of Technological Station, University of British Columbia. *Victoria B C*: Parfitt Construction Co Ltd, construction of workshop bldg, Astrophysical Observatory; Victoria Machinery Depot Co Ltd, \*construction of workboat; M P Paine Co, construction of header house. *Dawson Y T*: Dawson & Hall Ltd, construction of RCMP detachment bldg.

### Department of Transport

*Sydney N S*: M R Chappell, construction of extension to power house & related work at airport. *Alright & Amherst Islands (Magdalen Islands) Que*: Eastern Enterprises Ltd, construction of telephone exchange bldgs. *Cap Bon Desir Que*: Tremblay & Dufour, construction of dwellings, light tower, etc. *Mont Joli Que*: Adrien Berube, construction of garages. *Kapuskasing Ont*: Mattagami Construction Co Ltd, construction of dwelling at aerodrome. *Port Weller Ont*: R E Law Crushed Stone Ltd, paving of portion of canal roadway, Welland Ship Canal. *St Catharines Ont*: Covello Bros, installation of water mains, pumps & related work at airport. *Sturgeon Falls Ont*: Gerard Construction Co, construction of radio beacon bldg & related work. *Toronto Ont*: Fred A Wilson, construction of raytheon AASR site, etc, Malton Airport. *Windsor Ont*: Cart Paving Co Ltd, additional development at airport; Eastern Construction Co Ltd, construction of boiler house & related work at airport; Whelpton Electric Ltd, installation of additional airport lighting facilities. *Winnipeg Man*: Bird Construction Co Ltd, additional development at airport. *Beechy Sask*: General Gravel Surfacing Co Ltd, construction of access roads to NDB & VOR sites. *Yorkton Sask*: North West Electric Co Ltd, installation of airport lighting facilities. *Embarras Alta*: McRae & Associates Construction Ltd, construction of storage bldg & related work. *Ladner B C*: Peter Kiewit Sons of Canada Ltd, construction of monitoring station. *Port Hardy B C*: Blackhams Construction Ltd, installation of underground duct system at airport. *Prince Rupert B C*: Marine Roofing & Sheet Metal Works (1956) Ltd, reroofing of hangar H-1. *Sandspit B C*: Ray Hunstone Construction Ltd, additional development at airport. *Smith River B C*: McRae & Associates Construction Ltd, construction of dwelling & related work at airport. *Vancouver B C*: The Tide Co (BC) Ltd, installation of medium intensity lighting on taxiways at airport. *Victoria B C*: Victoria Machinery Depot Co Ltd, \*construction of scows for West Coast service.



# WAGES, HOURS, WORKING CONDITIONS

## Working Conditions in Manufacturing

Extent of five-day, 40-hour week for manufacturing plant employees continued to grow and proportion of office workers who have work-week of 37½ hours or less increased in year ended April 1, survey shows

### Working Conditions of Plant Employees

The extent of the five-day, 40-hour week in Canadian manufacturing continued to grow during the year ended April 1, 1957, according to the annual survey of working conditions of plant workers conducted by the Economics and Research Branch of the Department of Labour. Concurrently, the amount of paid time off available to plant employees in the form of vacations and statutory holidays also increased. Slight increases were registered in the coverage of pension plans, group life insurance and insurance covering wage loss due to sickness.

Employees in plants reporting a five-day week constituted, in April 1957, almost nine-tenths of the total coverage, and those in plants working 40 hours or less per week constituted two-thirds. The rise in the proportion of workers on a 40-hour week has been quite marked, year by year, in the survey. Three years ago only about half the workers covered were on a 40-hour week.

Two weeks' vacation with pay was reported by establishments employing 95 per cent of the workers in the survey. The service requirement for a second week of vacation has not changed greatly in recent years, and is usually three or five years. This year's survey, however, reveals a slight

increase in the proportion of workers (18 per cent) who can receive two weeks after only one year's service.

Quite marked changes have occurred regarding three-week vacations. The growth here has paralleled the growth in coverage of the 40-hour week; the proportion of workers in plants providing three weeks is now slightly more than two-thirds, compared with just over half the workers three years ago. Although 15 years is still the usual service requirement, a small group of the workers (5 per cent) can now receive a third week after only 10 years.

The proportion of workers in establishments providing a fourth week, though small, has been increasing and is now 12 per cent. The service requirement is usually 25 years.

Significant changes in the incidence of paid statutory holidays are also shown by the survey. The proportion of workers receiving eight or more paid holidays is now more than two-thirds, compared with about half three years ago. The proportion receiving nine or more has risen appreciably in the last year.

Proportions of employees in plants reporting pension plans, group life insurance, and insurance covering wage loss due to

The annual survey of working conditions conducted by the Department in April each year covers manufacturing establishments that have 15 or more employees. In 1957, replies were received from about 6,100 establishments employing a total of about 805,000 plant and 225,000 office employees. Breakdowns by industry and by province of the information contained in the accompanying tables will be available in tabular form

early next year. Subsequent issues of the LABOUR GAZETTE will contain more detailed analyses of some of the topics covered in the present article.

Slight changes in survey coverage occur from year to year. Statistical changes affecting fewer than about 2 per cent of the workers may not be significant, since they may be attributable to changes in coverage rather than to changes in working conditions.

sickness have been steadily higher each successive year shown in the accompanying table. Differences in figures for group hospital-medical plans between 1956 and

1957, however, are not significant. The slightly smaller 1957 proportion for hospitalization is probably a technical difference rather than a reversal of the trend.

SUMMARY OF WORKING CONDITIONS OF PLANT EMPLOYEES IN CANADIAN MANUFACTURING

NOTE: All percentages denote proportions of total non-office employees in establishments reporting specific items; these are not necessarily the proportions actually covered.

	Percentage of Plant Employees			
	1957	1956	1955	1954
<b>Standard Weekly Hours—</b>				
40 and under.....	66.3	62.1	57.9	52.8
Over 40 and under 44.....	11.1	11.2	11.5	13.9
44.....	4.5	5.8	6.8	7.7
45.....	8.8	9.5	11.2	12.5
Over 45 and under 48.....	1.6	1.7	1.8	1.7
48.....	4.4	6.0	7.1	7.2
Over 48.....	3.3	3.7	3.7	4.2
<b>Employees on a 5-day week.....</b>	<b>88.4</b>	<b>85.5</b>	<b>83.9</b>	<b>82.5</b>
<b>Vacations With Pay—</b>				
Two Weeks with pay.....	94.8	92.3	92.4	92.0
After: 1 year or less.....	17.8	15.5	15.6	15.5
2 years.....	12.6	11.5	11.4	10.3
3 years.....	29.5	27.9	27.0	25.5
5 years.....	31.5	33.7	34.7	35.2
Other.....	3.4	3.7	3.7	5.5
Three Weeks with pay.....	67.6	62.9	60.0	53.6
After: Less than 15 years.....	8.2	4.9	3.2	2.0
15 years.....	50.4	47.0	43.7	36.9
20 years.....	4.9	5.6	6.4	6.9
Other.....	4.1	5.4	6.7	7.8
Four Weeks with pay.....	12.4	10.2	6.8	5.0
After: 25 years.....	10.0	7.6	5.8	4.1
Other.....	2.4	2.6	1.0	0.9
<b>Paid Statutory Holidays.....</b>	<b>96.6</b>	<b>93.8</b>	<b>94.4</b>	<b>93.6</b>
1 to 5 holidays.....	10.9	11.8	14.3	17.2
6 holidays.....	7.4	8.4	12.6	13.1
7 holidays.....	10.9	12.0	11.2	11.3
8 holidays.....	53.4	51.5	47.3	43.4
More than 8 holidays.....	14.0	10.1	9.0	8.6
<b>Pension and Insurance Plans—</b>				
Pension plans.....	68.5	64.7	61.1	59.3
Group life insurance.....	89.1	86.8	85.6	83.4
Wage loss insurance.....	79.2	77.3	74.7	73.9
<b>Group Hospital-Medical Plans—</b>				
Hospitalization.....	87.5	89.4	86.5	86.5
Surgical benefits.....	89.6	90.3	86.2	82.4
Physicians' services in hospital.....	77.5	76.6	70.4	64.8
Physicians' home and office calls.....	51.8	50.3	45.8	41.5
Major medical (catastrophe insurance).....	11.9	18.1	—	—

Working Conditions of Office Employees

Increases in the proportion of office employees who have a standard work-week of 37½ hours or less, and in the proportion of such workers who receive three weeks vacations with pay, are the most noteworthy findings of the survey of working conditions of office employees in manufacturing as of April 1, 1957.

At the date of this survey 64.3 per cent of the office workers covered worked 37½ hours or less compared with 62.7 per cent

a year earlier and 45.8 per cent in October 1949. More than 90 per cent of office workers in manufacturing are now on a five-day week, compared with 67.5 per cent in 1949.

More than three quarters of the employees covered by the survey were in establishments that make provision for paid vacations of three weeks, usually after service of 15 years; in 1956 the proportion of office employees receiving vacations of

three weeks after service of 15 years or less was 62.4 per cent, while in 1949 the comparable figure was only 10.3 per cent. There has also been a marked increase in the number of office employees who become eligible for vacations of three weeks after ten years or less service. The 1957 survey showed that 14.7 per cent now fall in this category compared with 10.3 per cent a year earlier and 2.9 per cent in 1949. Vacations of four weeks, usually after service of 25 years, are now provided in establishments employing 16.1 per cent of office employees; in 1949 fewer than 1 per cent of office employees in manufacturing were in establishments that had any provision for four-week vacations.

The number of paid statutory holidays most commonly granted to office workers

was unchanged at eight. There has, however, been a continuing increase in the proportion of office employees who receive nine or more such holidays. In April 1957, nine or more holidays were granted to 24.9 per cent of those covered by the survey, compared with 20.0 per cent in 1954 and 16.9 per cent in 1949.

Group life insurance plans are available to 93.5 per cent of the office workers covered by this survey and pensions plans are reported by establishments employing 81.3 per cent of those covered. More than 90 per cent of office workers are in establishments that have health insurance plans that provide for hospitalization and surgical benefits; a smaller proportion, 55.5 per cent, are in establishments having insurance plans that cover physicians' home and office calls.

## SUMMARY OF WORKING CONDITIONS OF OFFICE EMPLOYEES IN CANADIAN MANUFACTURING

NOTE:—All percentages denote proportions of total office employees in establishments reporting specific items; these are not necessarily the proportions actually covered.

	Percentage of Office Employees			
	1957	1956	1955	1954
	%	%	%	%
<b>Standard Weekly Hours—</b>				
35 and under.....	13.4	12.5	12.0	11.9
Over 35 and under 37½.....	9.8	9.4	9.9	9.1
37½.....	41.1	40.8	38.2	34.9
Over 37½ and under 40.....	8.9	9.6	12.0	15.0
40.....	21.7	21.2	20.0	21.0
Over 40.....	5.1	6.5	7.9	8.1
Employees on a 5-day week .....	92.1	90.9	89.1	88.5
<b>Vacations with Pay—</b>				
Two Weeks with pay.....	98.7	98.7	98.6	96.0
After: 1 year or less.....	91.2	90.1	89.3	87.0
2 years.....	5.2	5.2	5.3	5.0
3 years.....	0.9	0.9	1.0	0.8
5 years.....	1.1	2.0	1.3	1.6
Other.....	0.3	0.5	1.7	1.6
Three Weeks with pay.....	76.4	71.9	69.4	63.8
After: Less than 10 years.....	2.9	2.4	2.1	2.3
10 years.....	11.8	7.9	3.3	3.1
11—14 years.....	2.5	0.8	0.3	0.2
15 years.....	52.2	51.3	51.0	43.4
20 years.....	3.9	5.5	6.7	7.2
Other.....	3.1	4.0	6.0	7.6
Four Weeks with pay.....	16.1	12.9	7.6	5.5
After: 25 years.....	12.2	9.1	6.1	4.2
Other periods.....	3.9	3.8	1.5	1.3
<b>Paid Statutory Holidays.....</b>	<b>99.6</b>	<b>99.0</b>	<b>99.1</b>	<b>98.9</b>
1 to 6.....	4.3	4.2	6.8	6.5
7.....	9.4	9.7	10.7	11.4
8.....	61.0	60.8	61.1	61.0
9.....	19.5	17.5	14.9	13.6
more than 9.....	5.4	6.8	5.6	6.4
<b>Pension and Insurance Plans—</b>				
Pension plans.....	81.3	78.4	74.4	71.7
Group life insurance.....	93.5	90.5	90.1	87.4
Wage loss insurance.....	62.6	58.4	58.6	59.0
<b>Group Hospital-Medical Insurance Plans—</b>				
Hospitalization.....	92.0	93.1	91.1	91.1
Surgical benefits.....	93.1	93.1	90.0	87.5
Physicians' services in hospital.....	82.6	80.8	73.8	69.1
Physicians' home and office calls.....	55.5	53.9	48.2	41.8



# STRIKES AND LOCKOUTS

## September 1957

Strikes, lockouts and time loss increased in September. Twenty-eight new work stoppages, involving 11,031 workers, were recorded, and 21 stoppages involving 9,619 workers that were in progress during August continued into September.

The total number of workers involved in September stoppages increased by just over 6,000, or nearly 50 per cent more than the figure for August; on the other hand the time loss for the month rose above the August figure by only 3,000 man-days. This provides an interesting contrast to the figures for July, when only 34 stoppages produced the largest time loss of any month this year. This is a reflection of two things, the time taken to settle strikes, and their average size in terms of the number of workers involved. The average number of workers involved per strike were: for July, 479; for September, 421. In both months 50 per cent of the strikes occurring were settled. However, of the 12 strikes that began in July, only four had been settled by the end of the month, while 21 of the 28 strikes beginning in September had finished by September 30.

Six of 49 strikes in progress in September accounted for 154,000 of the 170,000 man-days lost. The three largest strikes were: the Toronto Plumbers, 42,000 man-days; the National Syndicate of Aluminum Employees at the Arvida plant of the Aluminum Co. of Canada, Ltd., 71,985 man-days; and the United Mine Workers at the Glace Bay and other collieries of the Dominion Coal Co. Ltd., 19,810 man-days lost. Of these, only the strike by the Toronto Plumbers lasted beyond the end of September. The Arvida dispute was

settled on September 19 after a strike by 6,000 workers which lasted for four months with a total loss of 522,000 man-days.

Two other important strikes in effect in September, at Lever Bros. & Co. Ltd., Toronto, and at the Gaspé Copper Mines Co. Ltd., Murdochville, ended early in October. Between them they accounted for a time loss of 17,350 man-days in September.

On a provincial basis, Ontario and Quebec head the list, with 22 and 12 strikes respectively. Although Ontario had almost twice as many strikes as Quebec, only two thirds as many workers were involved, 4,849 as against 7,934. In time lost, Ontario recorded 64,700 man-days against Quebec's 96,400.

The table below shows the distribution of strikes and lockouts by industry.

DISTRIBUTION OF NUMBER OF STRIKES, WORKERS INVOLVED, AND TIME LOSS, BY INDUSTRIES, SEPTEMBER 1957

Industry	No. of Strikes	No. of Workers	Time Loss
Manufacturing .....	23	8,298	97,815
Construction .....	13	4,481	52,585
Transport .....	2	173	2,985
Public Utilities ...	1	58	460
Mining .....	4	7,396	31,060
Trade .....	6	259	5,140

It will be seen from this table that manufacturing, construction and mining had the highest rates for time lost. Mining strikes involved more workers per strike on the average than any other industry. This is accounted for in the strikes at the Dominion Coal Co. Ltd., and would also account, in part, for the higher number of man-days lost in Quebec.

## United States

There were fewer strikes in the United States in the first seven months of 1957 than in any comparable period since 1945, the U.S. Department of Labor has reported. During the first six months, strikes numbered 2,075, involving 744,000 workers in a time loss of 7,570,000. In July, 260,000 workers were on strike.

\*See Table G-1 at the back of the book for the number of strikes and lockouts beginning and in existence, the approximate number of workers involved and the time-loss resulting during each of the first nine months of this year and the same months of last year.

Table G-2 deals more specifically with the stoppages involving 100 or more workers in existence during September; it shows the number of workers involved, the approximate time-loss, the date the stoppage began and ended, the industry in which it occurred, the major issues and the major terms of settlement (for stoppages that have ended).

# PRICES AND THE COST OF LIVING

## Consumer Price Index, October 1957

The consumer price index (1949=100) remained almost unchanged between September and October, moving from 123.3 to 123.4. A year ago the index was at a level of 119.8\*. The latest rise was the seventh in a row.

A decline in the food index from 121.9 to 121.7 was not quite sufficient to balance increases in the other four component groups. Substantially lower prices were reported for pork, with lesser declines for beef, most fresh and canned fruits and vegetables, margarine, coffee and eggs. These declines were partially offset by higher prices for milk in a number of cities, butter, cereal items, tomatoes and oranges.

The shelter index moved from 135.6 to 135.9 as a result of further continued increases in both the rent and home-ownership components.

Price increases for new seasonal lines, particularly women's and girls' winter coats, were largely responsible for moving the clothing index from 108.3 to 108.7.

A rise in the household operation index from 119.8 to 120.1 resulted from scattered increases in fuel, floor coverings, household supplies and appliances. In appliances, lower prices were reported for electric refrigerators and ranges, with price increases showing up on washing machines and vacuum cleaners. The fuel index was affected by higher prices for coal and lower fuel-oil prices in parts of Eastern Canada.

Further general increases in doctors', dentists' and optometrists' fees, as well as higher prepaid health care rates in the Maritimes, moved the other commodities and services index from 127.1 to 127.4.

Group indexes a year earlier (October 1956) were: food 117.4, shelter 133.3, clothing 108.5, household operation 117.7 and other commodities and services 121.6.

## City Consumer Price Indexes, September 1957

Consumer price indexes (1949=100) were higher in nine of the ten regional cities between August and September 1957, increases ranging from 0.2 per cent in both Halifax and Saint John to 0.8 per cent in

Vancouver. The St. John's index was the only one to show a decline, amounting to 0.3 per cent†.

Higher food indexes in all of the regional cities except St. John's were mainly responsible for the upward movements in the total indexes, with the other four group indexes also somewhat higher in most cities. In foods, butter, pork, oranges, eggs and grapefruit were generally higher, with apples, sugar, coffee, beef and most fresh vegetables, particularly potatoes and tomatoes, lower.

New passenger cars showed further price declines but repairs and servicing were up and higher automobile insurance rates were reported in all but Maritime centres and Regina-Saskatoon. Train fares were also higher in most of the ten regional cities.

Regional consumer price index point changes between August and September were as follows: Vancouver +1.0 to 123.5; Toronto +0.9 to 126.8; Saskatoon-Regina +0.9 to 121.1; Ottawa +0.7 to 124.7; Edmonton-Calgary +0.7 to 120.5; Montreal +0.6 to 122.8; Winnipeg +0.5 to 121.2; Halifax +0.3 to 120.9; Saint John +0.2 to 123.5; St. John's -0.3 to 110.2‡.

## U.S. Consumer Price Index, September 1957

The United States consumer price index (1947-49=100) rose in September for the 13th month in succession and for the 18th time in the last 19 months. The Bureau of Labor Statistics reported that a sharp, mostly seasonal, decline in food prices had been offset by substantial increases in the average prices of non-food goods and services.

Between mid-August and mid-September the index rose one tenth of 1 per cent, from 121.0 to 121.1. In September a year ago it was 117.1.

## U.K. Index of Retail Prices, August 1957

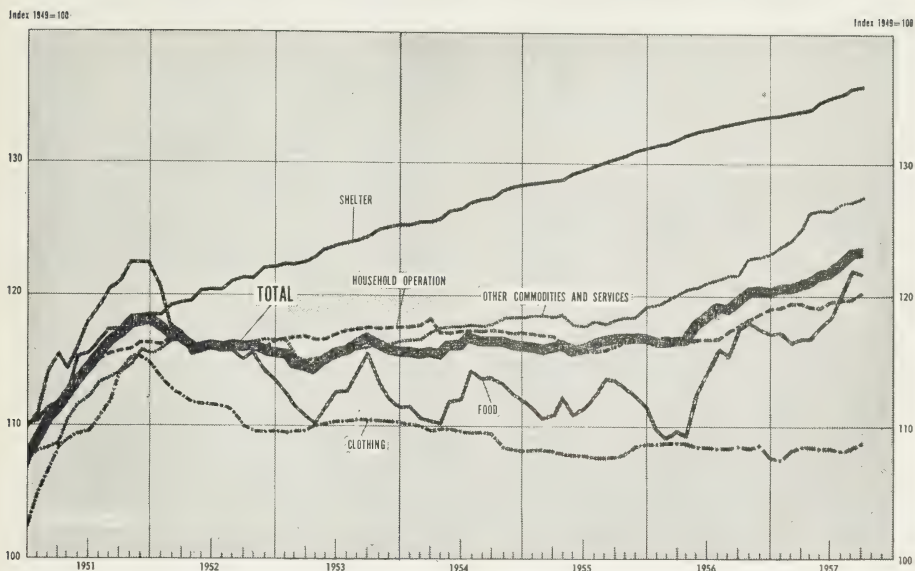
The United Kingdom index of retail prices (Jan. 17, 1956=100) declined two tenths of a point between mid-July and mid-August, the first drop since February. It fell from 106.6 to 106.4. A year earlier it was 102.3.

\*See Table F-1 at back of book.

†See Table F-2 at back of book.

‡On base June 1951=100.

# CONSUMER PRICE INDEX FROM JANUARY 1951



## Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the Library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 111

### Annual Reports

1. BRITISH COLUMBIA. CIVIL SERVICE COMMISSION. *Thirty-Eighth Annual Report, January 1st to December 31st, 1956*. Victoria, Queen's Printer, 1957. Pp. 36.

2. HONG KONG. LABOUR DEPARTMENT. *Annual Departmental Report by the Commissioner of Labour and Commissioner of Mines for the Financial Year 1955-56*. Hong Kong, Government Printer, 1956. Pp. 118.

3. INDIAN NATIONAL TRADE UNION CONGRESS. *Report (November 1954 to April 1956)*. Presented by... General Secretary at the 8th Annual Session held at Surat on 6th May, 1956. New Delhi, 1956. Pp. 169.

### Automation

4. COLOMB, SERGE. *About Automation*, by Serge Colomb and Pierre Lienart. Paris, Trade Union Information and Research Service, European Productivity Agency, O.E.E.C., 1957? Pp. 62.

Partial Contents: Technical and Economic Problems, Automation in General, Technical Aspects of Automation, The Economic and Financial Aspects of Automation, The Problems faced by Trade Unionists, Employment, Working Conditions, The Standard of Living, Key Problems of the Future.

5. PYKE, MAGNUS. *Automation: its Purpose and Future*. London, Hutchinson's Scientific and Technical Publications, 1956. Pp. 191.

Partial Contents: The Electronic Computer, Automatic Engineering, Automatic Chemistry, Automatic Accounting, Automation and Transport, Automatic Shops, Automation in Food and Catering, Guided Missiles, Automatic Translation, Life Automatic.

6. SALLERON, LOUIS. *L'automation*. Paris, Presses universitaires de France, 1956. Pp. 124.

The author, an economist and sociologist, analyzes the available literature on automation and points out the advantages and disadvantages of automation.



7. WOODBURY, DAVID OAKES. *Let Erma do it; the Full Story of Automation*. 1st ed. New York, Harcourt Brace, 1956. Pp. 305.

"Erma" stands for Electronic Recording Machine-Accounting. The book tells how automation has benefited the shoe industry, oil refineries, radio, manufacturing industry, office routines, etc., and how it has cut down on paper work.

## Canada

8. CORBETT, DAVID CHARLES. *Canada's Immigration Policy; a Critique*. Toronto, Published under the auspices of the Canadian Institute of International Affairs by University of Toronto Press, 1957. Pp. 215.

Contents: Policy and Pressure, Admission, Administering the Policy, The Economic Effects in Theory, The Economic Effects in Practice, International Implications of Canada's Policy.

9. GREAT BRITAIN. COMMERCIAL RELATIONS AND EXPORTS DEPARTMENT. *Canada; Economic and Commercial Conditions in Canada*, by G. Bowen. October 1956. London, H.M.S.O., 1957. Pp. 316.

Briefly describes the regions of Canada and reviews conditions in primary and secondary industry, trade conditions, labour and social conditions. Contains information about transportation, communications and power. Concludes by giving advice to British business men planning to export goods to Canada.

10. PERRY, JOHN HARVEY. *Taxation in Canada*. Toronto, University of Toronto Press, 1951. Pp. 409.

"A leading tax authority, writing in his personal capacity...presents...an illuminating description of the Dominion, provincial, municipal tax structure in Canada."

11. ROSENBLUTH, GIDEON. *Concentration in Canadian Manufacturing Industries. A Study by the National Bureau of Economic Research*, New York. Princeton, Princeton University Press, 1957. Pp. 152.

The major part of this study is concerned with only one year, 1948.

Partial Contents: Concentration in Canadian Manufacturing Industries, 1948. Plant Concentration and Firm Concentration. A Comparison of Concentration in Canada and the United States. Changes in Concentration and Related Variables.

## Congresses and Conventions

12. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Proceedings of the Ninth Annual Meeting, Cleveland, Ohio, December 28-29, 1956*. Edited by L. Reed Tripp. Madison, 1957. Pp. 348.

Partial Contents: Structural Changes in the American Labor Movement and Industrial Relations System, by John T. Dunlop. Reflections on the Changing Character of American Labor Unions, by George W. Brooks. American Labor and the World Crisis, by Jay Lovestone. The Changing Industrial Relations Philosophy of American Management, by Douglass V. Brown and Charles A. Myers. Unemployment Insurance

and Workmen's Compensation, by Herman M. Somers and Ann R. Somers. Economic Effects of a Nationwide Minimum Wage, by Harry Weiss. The Cost of a Shorter Work Week, by Melvin Reder. Organization of the Unorganized, by Solomon Barkin. Unions among Engineers, by Everett Taft. Research in Union-Management Relations: Past and Future, by Milton Derber. Research on Union Challenge and Management Response, by John Coleman.

13. INTERSTATE CONFERENCE OF EMPLOYMENT SECURITY AGENCIES. *Proceedings of the 20th Annual Meeting, Los Angeles, Cal., October 8-11, 1956*. Washington, 1956. Pp. 101.

## Economic Conditions

14. CONFERENCE ON ECONOMIC PROGRESS, WASHINGTON, D.C. *Consumption, Key to Full Prosperity. Toward Rising Living Standards. For Workers: Wage Progress. For Farmers: Income Parity. For All: Basic Public Services*. Washington, 1957. Pp. 63.

Shows that if consumption expands in line with productive capabilities, then a higher living standard will prevail.

15. CONFERENCE ON RESEARCH IN INCOME AND WEALTH. *Regional Income*. Princeton, Princeton University Press, 1957. Pp. 408.

Contents: Conceptual Issues of Regional Income Estimation, by Werner Hochwald. Problems of Assessing Regional Economic Progress, by Harvey S. Perloff. The Value of the Regional Approach in Economic Analysis, by Walter Isard. The Geographic Area in Regional Economic Research, by Morris B. Ullman and Robert C. Klove. Analysis of Interstate Income Differentials: Theory and Practice, by Frank A. Hanna. Interregional Differentials in Per Capita Real Income Change, by Abner Hurwitz and Carlyle P. Stallings. City Size and Income, 1949, by Edwin Mansfield. Appraisal of Alternative Methods of Estimating Local Area Incomes, by Lorin A. Thompson. Measurement of Agricultural Income of Counties, by John L. Fulmer. Development of Postcensal Population Estimates for Local Areas, by Henry S. Shryock, Jr.

16. HARWOOD, EDWARD CROSBY. *Cause and Control of the Business Cycle*. 5th ed. Great Barrington, Mass., American Institute for Economic Research, 1957. Pp. 159.

Partial Contents: The Problem, Production and Distribution, The Basic Maladjustment, Inflation and Deflation, Explanation of Various Familiar Problems, A Discussion of Various Popular Panaceas, Gold: Its Function and Significance, Control Possibilities.

17. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Economic Concentration Measures; Uses and Abuses. A session of the 41st Annual Meeting of the Conference Board held at... New York City, May 17, 1957, and a Paper by Betty Bock of the Board's Division of Economic Studies*. New York, 1957. Pp. 55.

A discussion of the various aspects of business mergers in the U.S. There is a reference to the recent American Senate

Antitrust Subcommittee on concentration in American industry. Also includes a paper, Economic Patterns in Merger Cases, by Betty Book of the Division of Economic Studies of the National Industrial Conference Board.

18. NETHERLANDS (KINGDOM, 1815- ) CENTRAL PLANNING BUREAU. *Scope and Methods of the Central Planning Bureau*. The Hague, 1956. Pp. 88.

The Central Planning Bureau was set up in September 1945. It makes recommendations to the government and gives advice on economic matters.

## Employment Management

19. HUNTER GUY. *The Role of the Personnel Officer; a Group Review*. London, Institute of Personnel Management, 1957. Pp. 21.

Contents: Industry and Society—the Role of the Personnel Officer; Questions of Function; Training for Personnel Management. General Economic, Social and Political Trends affecting Personnel Management; Organization of the Personnel Function.

20. NATIONAL INSTITUTE OF INDUSTRIAL PSYCHOLOGY, LONDON. *The Training of Workers within the Factory; Survey of Industrial In-Plant Training Programmes in Seven European Countries*. Project No. 170. Paris, European Productivity Agency of the O.E.E.C., 1957. Pp. 90.

The survey of the training of factory workers was carried out in Austria, Belgium, the Federal German Republic, France, Holland, Italy, and Great Britain.

21. U.S. CIVIL SERVICE COMMISSION. *Why? Who? Where? When? How and Then What? A Guide for Those concerned with Exit Interviews in the U.S. Civil Service Commission*. Washington, 1956. Pp. 13.

## Executive Ability

22. MAIER, NORMAN RAYMOND FREDERICK. *Supervisory and Executive Development; a Manual for Role Playing*, by Norman R. F. Maier, Allen R. Solem and Ayesha A. Maier. New York, Wiley, c1957. Pp. 330.

Presents a number of situations involving human relations which can be discussed by a study group or which can be acted out by the group.

23. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Executive Development Courses in Universities*, by George V. Moser. Rev. ed. New York, c1957. Pp. 87.

Describes 32 short courses given for executives by 27 American universities and two Canadian ones. The courses last from two weeks to seven and one-half months. The following information is given for each university: the objectives of its course; organization and administration; costs; requirements for administration; content of the course; teaching-learning process; and, physical facilities.

24. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Selecting Company Executives*, by Stephen Habbe. New York, c1957. Pp. 54.

Contents: The Search for Executive Talent. What is an Executive? Locating New Executives. Selecting the Best Man. Case Studies.

25. U.S. CIVIL SERVICE COMMISSION. *Selecting Supervisors*, by Milton M. Mandell and Sally H. Greenberg. Rev. ed. Washington, 1956. Pp. 53.

This report suggests that before selecting a supervisor it is necessary to study the job to be filled, to determine the selection methods to be used, and to formulate an administration policy for filling supervisory positions.

## Industrial Health

26. GREAT BRITAIN. JOINT STANDING COMMITTEE ON SAFETY, HEALTH AND WELFARE CONDITIONS IN NON-FERROUS FOUNDRIES. *First Report*. London H.M.S.O., 1957. Pp. 94.

Committee examined problems in non-ferrous foundries with particular reference to those relating to cleanliness, lighting, ventilations, the maintenance of satisfactory atmospheric conditions, accident prevention, suitable washroom facilities, etc.

27. INDUSTRIAL ACCIDENT PREVENTION ASSOCIATIONS. *Talks to Foremen on Industrial Accident Prevention*. Toronto, 1956? Pp. 28.

Contents: Do Foremen know the Cost of Industrial Accidents? The Foreman's Responsibility in Safety. What a Foreman must do to make his Department Safe. The Foreman must cut down Labour Turnover. The Foreman is a Leader of Men. The Foreman's Part in Hygiene.

28. INTERNATIONAL LABOUR OFFICE. *Organisation of Occupational Health Services in Places of Employment*. Sixth item on the agenda. Geneva, 1957. Pp. 53.

At head of title: Report 6 (1). International Labour Conference. 42nd session, 1958.

Contains a study of the subject, a questionnaire to be filled in and returned by member governments, and, a survey of the law and practice in various countries.

## Industrial Relations

29. ALLER, CURTIS C. *Labor Relations in the Hawaiian Sugar Industry*. Berkeley. Institute of Industrial Relations, University of California, 1957. Pp. 108.

Industrial relations in the Hawaiian sugar industry are fairly stable. The employers are represented by the Hawaiian Sugar Planter's Association and most of the workers are represented by the International Longshoremen's and Warehousemen's Union.

30. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Research in Industrial Human Relations, a Critical Appraisal*. Editorial Board: Conrad M. Arensberg and others. 1st ed. New York, Harper, c1957 Pp. 213.

Thirteen authors present conflicting opinions on human relations practices in industry.

31. MYERS, AARON HOWARD. *Crisis Bargaining Management-Union Relations in Marginal Situations*. Boston, Bureau of Business and Economic Research, Northeastern University, 1957. Pp. 74.

Discusses industrial relations in small plants. There are four case studies: (1) a New England company manufacturing metal utility devices; (2) a woollen mill; (3) a paperboard manufacturing plant; and (4) a manufacturer of woollen and mixed fibre fabrics.

32. THOMSON, DAVID CLEGHORN, ed. *Management, Labour and Community*. London, Pitman, 1957. Pp. 263.

A symposium of the writings of twenty-two British experts in management and human relations.

### Insurance, Unemployment

33. CANADA. BUREAU OF STATISTICS. *Unemployment Insurance Claims, 1946-55*. Ottawa, Queen's Printer, 1957. Pp. 44.

34. GALENSON, WALTER. *International Comparison of Unemployment Rates*, by Walter Galenson and Arnold Zellner. Berkeley, University of California Institute of Industrial Relations, 1956. Pp. 439-583.

The authors have attempted to collect unemployment data for the period 1900 to 1950 for ten countries (Australia, Belgium, Canada, Denmark, France, Germany, Great Britain, Holland, Norway, and Sweden). Reprinted from *The Measurement and Behavior of the Unemployment*, by the Universities-National Bureau Committee for Economic Research.

### Labour Laws and Legislation

35. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. INDUSTRIAL UNION DEPARTMENT. *Industrial Unions and Taft-Hartley*. Washington, 1957. Pp. 27.

This pamphlet alleges that the Taft-Hartley Act is anti-labor and that it has been used to prevent unions from organizing workers in nonorganized industries.

36. POUND, ROSCOE. *Legal Immunities of Labor Unions*. Washington, American Enterprise Association, 1957. Pp. 58.

The author is former Dean and Professor Emeritus of Harvard University Law School. He gives a brief history of legal immunities and privileges. He thinks that labor unions and their members and officials in the U.S. enjoy privileges and immunities denied to others.

### Labour Organization

37. EUROPEAN PRODUCTIVITY AGENCY. *The Trade Union Programme of E.P.A. (European Productivity Agency)*. Paris, 1957? Pp. 15.

Explains the trade union program of the European Productivity Agency; why it was set up, what this program is, and how it is being put into operation.

38. LEITER, ROBERT DAVID. *The Teamsters Union; a Study of its Economic Impact*. New York, Bookman Associates, c1957. Pp. 304.

A history of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America from its beginning in 1903 up to 1957. Discusses the role of Dan Tobin, president of the union from 1907 to 1952, and Dave Beck and James R. Hoffa.

39. THORNE, FLORENCE CALVERT. *Samuel Gompers, American Statesman*. New York, Philosophical Library, 1957. Pp. 175.

Samuel Gompers was president of the American Federation of Labor from 1882 till his death in 1924 with the exception of the year 1885. The author worked with Mr. Gompers for over 12 years as an editorial and research assistant. She served as a writing assistant when he was preparing his autobiography.

### Labouring Classes

40. KNOOP, DOUGLAS. *The Mediaeval Mason; an Economic History of English Stone Building in the Later Middle Ages and Early Modern Times*, by Douglas Knoop and G. P. Jones. Manchester, Manchester University Press, 1949. Pp. 294.

Presents a picture of the labour conditions of English masons from the 13th to 17th centuries. Describes the guilds of masons.

41. SHEPHERD, GEORGE ROBERT SHEPHERD, Baron. *Labour's Early Days*. Tillicoultry, Scotland, N.C.L.C. Publishing Society Limited, 1950? Pp. 47.

The author was for many years National Agent of the Labour Party and at the time of his death in 1954 was Chief Opposition Whip in the House of Lords. This pamphlet gives a brief history of the Labour Party from 1900 to 1945.

42. TRADES UNION CONGRESS. *The Story of the Dorchester Labourers*. London, 1957. Pp. 16.

The Dorchester Labourers, six agricultural labourers in the English village of Tolpuddle, were sentenced to seven years' transportation in 1834 because they belonged to a union. They were pardoned in 1836 and eventually came to Canada, where they settled near London, Ont.

43. U.S. BUREAU OF LABOR STATISTICS. *Consumer Cooperatives*. Washington, G.P.O., 1957. Pp. 87.

Surveys co-operatives in retail trade, credit unions, electricity and telephone co-operatives, medical care co-operative and co-operative housing in the U.S. and examines co-operatives in Canada, Great Britain, Sweden, Norway, Denmark and Finland.

### Occupations

44. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *Schedule of Apprenticeship Trades*. Brisbane, 1957. 1 Volume (loose-leaf).

Amendments made to February 14, 1957.



45. ROE, ANNE. *The Psychology of Occupations*. New York, Wiley, 1956. Pp. 340.

Shows the relationship between occupations and personality, intelligence and other factors.

## Public Welfare

46. BRADFORD, MARJORIE. *Study of the Needs of Older and Chronically Ill Persons in the City of Ottawa; Being a Project undertaken under Joint Grants of the Department of National Health and Welfare, the Ontario Department of Health and the Municipality of Ottawa, 1954-55*. Ottawa, Published by the authority of the Council of the Corporation of the City of Ottawa, 1955. Pp. 87.

47. NEW ZEALAND. SOCIAL SECURITY DEPARTMENT. *Social Security Cash Benefits in New Zealand*. Wellington, Government Printer, 1957. Pp. 31.

## Miscellaneous

48. CANADA. BUREAU OF STATISTICS. *Seasonally Adjusted Economic Indicators, 1947-1955 (an Outline of Problems and Methods)*. Ottawa, Queen's Printer, 1957. Pp. 69.

Deals with the measurement of seasonal variation of production and employment in Canada.

49. FISHER, (SIR) RONALD AYLMER. *Statistical Methods for Research Workers*. 12th ed., rev. Edinburgh, Oliver and Boyd, 1954. Pp. 356.

50. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Prospects for Economic Nuclear Power*. New York, 1957. Pp. 77.

Partial Contents: Conventional Fuels and Electric Power, 1957-1980, by Marling J. Ankeny. Outlook for Hydroelectric Development, by Frank L. Weaver. Steam

Plant Improvements projected to 1980, by James H. Harlowe. A Projection of Nuclear Power Costs, by W. Kenneth Davis and Louis H. Roddis, Jr. Nuclear Power and the World Market, by Karl M. Mayer.

51. SHAW ROSA L. *Proud Heritage; a History of the National Council of Women of Canada*. Toronto, Ryerson Press, 1957. Pp. 205.

Describes the activities of the National Council of Women of Canada from its beginning on October 2nd 1893, down to the present.

52. U.S. BUREAU OF LABOR STANDARDS. *Second Injury Funds, Standards and Patterns in State Legislation*. Washington, G.P.O., 1957. Pp. 61.

"A second injury fund is a special fund set up within the administrative framework of the workmen's system to insure that an employer who hires a handicapped worker will not, in the event such worker suffers a subsequent injury on the job, be responsible for a greater disability than actually occurred while the worker was in his employment. Under such a system the employer pays only the benefits that are due for the second injury."

53. U.S. BUREAU OF LABOR STATISTICS. *Indexes of Output per Man-Hour for Selected Industries: 1929 to 1954*. Washington, 1956. Pp. 80.

54. U.S. BUREAU OF EDUCATION. *American Cooperation with Higher Education Abroad; a Survey of Current Programs*, by Paul Bodenman. With the cooperation of the Inter-Agency Committee on the President's Baylor Proposals. Washington, G.P.O., 1957. Pp. 211.

A survey of the programs of nongovernmental agencies such as foundations, religious organizations, etc., of U.S. Government agencies and of participating colleges and universities which enable scholars from abroad to attend American universities.

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## Canadian Chamber of Commerce

(Continued from page 1313)

for damages for any wrongdoing in a labour dispute, unless it is done with the concurrence of the union or its trustees.

The Chamber turned down a suggestion by the Edmonton delegates that a resolution should be passed urging that "all strikes be prohibited during the term of a collective agreement".

The legislation would, if approved by the federal Government, render sympathy strikes, jurisdictional strikes, mass picketing and secondary boycotting illegal. The delegates felt that such a resolution was "too hot to handle," and referred it back to the national policy committee.

J. Harvey Perry of Toronto, Director of the Canadian Tax Foundation, told delegates that the wages of civil servants in

Canada should be raised substantially. "Few businessmen would attempt to hire senior executives for even twice the salaries paid to deputy ministers in Ottawa," he asserted.

I. H. Mathers of Halifax urged that Canada needs a Government-subsidized deep-sea merchant marine. The country needs such a fleet for use in case of emergencies, he said, "and right now Canada would have very few ships to call into service" if an emergency occurred.

Ralph Carr Pybus of Vancouver, President of the Commonwealth Construction Company, was elected president of the Canadian Chamber of Commerce.

The 1958 meeting of the Chamber will be held in Montreal October 6 to 9.

# LABOUR STATISTICS

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## A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED AUGUST 24, 1957

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,131	121	463	1,707	2,247	1,080	513
Agricultural.....	904	*	71	192	235	378	27
Non-Agricultural.....	5,227	120	392	1,515	2,012	702	486
Males.....	4,696	103	365	1,331	1,652	861	384
Agricultural.....	847	*	68	188	208	358	24
Non-Agricultural.....	3,849	102	297	1,143	1,444	503	360
Females.....	1,435	18	98	376	595	219	129
Agricultural.....	57	*	*	*	27	20	*
Non-Agricultural.....	1,378	18	95	372	568	199	126
All ages.....	6,131	121	463	1,707	2,247	1,080	513
14—19 years.....	730	17	59	239	238	128	49
20—24 years.....	764	18	59	239	258	131	59
25—44 years.....	2,737	54	197	763	1,015	473	235
45—64 years.....	1,648	29	128	412	632	296	151
65 years and over.....	252	*	20	54	104	52	19
<i>Persons with Jobs</i>							
All status groups.....	5,957	112	441	1,643	2,193	1,070	498
Males.....	4,551	95	345	1,279	1,608	853	371
Females.....	1,406	17	96	364	585	217	127
Agricultural.....	900	*	70	191	233	378	27
Non-Agricultural.....	5,057	111	371	1,452	1,960	692	471
Paid Workers.....	4,647	88	340	1,310	1,843	645	421
Males.....	3,386	74	254	975	1,314	462	307
Females.....	1,261	14	86	335	529	183	114
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	174	9	22	64	54	10	15
<i>Persons not in the Labour Force</i>							
Both Sexes.....	4,943	144	439	1,433	1,596	866	465
Males.....	808	34	79	215	248	134	98
Females.....	4,135	110	360	1,218	1,348	732	367

\* Less than 10,000.

**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimate in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended August 24, 1957		Week Ended July 20, 1957		Week Ended August 18, 1956	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for work.....	188	177	177	165	110	99
Without Jobs.....	174	165	163	152	103	93
Under 1 month.....	66	—	69	—	44	—
1—3 months.....	69	—	54	—	37	—
4—6 months.....	21	—	21	—	11	—
7—12 months.....	14	—	15	—	*	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	14	12	14	13	*	*
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	11	10	*	*	*	*

<sup>(1)</sup> To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

\* Less than 10,000.

**TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada	Males <sup>(2)</sup>
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	91,422
1954 Total.....	3,849	28,419	83,029	26,638	12,292	154,227	84,531
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,946	56,828
1956 Total.....	3,029	31,396	90,662	17,957	17,930	164,857 <sup>(1)</sup>	89,541
1956 First Six Months.....	1,629	13,273	39,392	8,066	7,564	69,924	39,131
1957 First Six Months.....	3,413	34,937	96,157	23,822	24,087	182,416	106,639

<sup>(1)</sup> Total includes 3,883 whose destination is not specified.<sup>(2)</sup> Note that this column has been corrected. In previous issues this column was headed "Adult Males", but the figures for 1955 and 1956 totals were males of all ages.**TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing and Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1955 Total.....	8,563	5,775	1,190	2,146	9,588	7,036	514	15,117	7,687	371	57,987
1956 Total.....	10,339	9,492	2,255	3,823	13,800	7,500	1,649	29,264	12,482	435	91,039
1956 First Six Months.....	4,322	4,336	1,030	1,747	5,800	4,465	475	12,901	4,826	187	40,089
1957 First Six Months.....	9,750	11,054	4,027	4,525	10,139	8,290	1,761	39,515	14,879	424	104,364



## B—Labour Income

### TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supple- mentary Labour Income	Total
1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	72	272	52	208	178	28	810
1952—Average.....	76	303	63	233	199	32	906
1953—Average.....	73	329	70	252	217	35	976
1954—Average.....	73	323	69	261	239	35	1,000
1955—Average.....	77	342	78	278	256	37	1,068
1956—Average.....	87	379	93	307	283	41	1,190
1956—August.....	98	382	108	319	286	43	1,236
September.....	99	392	110	324	299	44	1,268
October.....	104	394	114	324	294	43	1,273
November.....	98	397	101	325	300	44	1,265
December.....	96	397	90	327	295	43	1,248
1957—January.....	87	384	76	310	298	42	1,197
February.....	85	389	74	316	299	42	1,205
March.....	77	393	73	317	302	43	1,205
April.....	72	393	83	324	303	43	1,218
May.....	85	397	97	334	313	44	1,270
June.....	96	405	110	343	323	45	1,322
July.....	101 R	402 R	109 R	347 R	308 R	45	1,312 R
August.....	103 P	402 P	113 P	347 P	326 P	46 P	1,337 P

R—revised;      P—preliminary.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At July 1, employers in the principal non-agricultural industries reported a total employment of 2,862,697.

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100).      (The latest figures are subject to revision)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1956—July 1.....	124.2	187.6	150.3	64.56	118.0	180.6	152.1	66.89
Aug. 1.....	125.4	189.9	150.8	64.77	117.9	179.2	151.1	66.44
Sept. 1.....	125.7	191.0	151.3	65.01	118.0	180.1	151.7	66.71
Oct. 1.....	125.9	194.5	153.8	66.07	118.6	184.4	154.6	67.97
Nov. 1.....	126.2	195.4	154.2	66.24	118.6	185.9	155.9	68.53
Dec. 1.....	125.7	194.3	153.9	66.11	118.0	185.6	156.4	68.78
1957—Jan. 1.....	121.4	180.3	148.0	63.58	114.8	171.7	148.8	65.44
Feb. 1.....	118.6	184.7	155.2	66.66	115.1	182.0	157.3	69.17
Mar. 1.....	118.1	185.8	156.8	67.36	115.0	182.3	157.6	69.29
Apr. 1.....	118.0	186.1	157.3	67.56	115.4	184.4	158.9	69.87
May 1.....	119.4	187.9	156.8	67.37	115.8	184.8	158.7	69.78
June 1.....	123.5	195.7	157.9	67.82	116.7	186.7	159.0	69.92
July 1.....	126.5	201.8	159.0	68.31	118.3	190.0	159.7	70.20

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	July 1 1957	June 1 1957	July 1 1956	July 1 1957	June 1 1957	July 1 1956
(a) Provinces						
Newfoundland.....	142.9	128.5	147.2	63.79	62.66	58.88
Prince Edward Island.....	122.2	117.1	118.9	50.70	52.17	47.49
Nova Scotia.....	104.8	102.4	105.1	56.48	56.01	53.03
New Brunswick.....	108.3	104.2	115.8	56.32	55.64	53.49
Quebec.....	124.9	121.1	124.3	65.00	65.12	61.52
Ontario.....	127.4	125.5	123.7	70.82	70.38	67.06
Manitoba.....	113.5	111.7	110.7	64.74	63.19	61.57
Saskatchewan.....	131.3	126.7	127.6	66.04	64.38	61.12
Alberta (including Northwest Territories).....	157.4	151.9	155.9	70.34	69.33	67.06
British Columbia (including Yukon).....	130.2	127.5	125.1	76.01	74.47	71.75
<b>Canada.....</b>	<b>126.5</b>	<b>123.5</b>	<b>124.2</b>	<b>68.31</b>	<b>67.82</b>	<b>64.56</b>
(b) Metropolitan Areas						
St. John's.....	127.8	123.8	126.5	51.87	50.54	47.63
Sydney.....	96.5	93.1	92.0	69.44	70.64	62.78
Halifax.....	117.1	119.2	117.4	55.56	54.67	52.31
Saint John.....	94.5	93.1	96.1	51.75	52.25	49.69
Quebec.....	113.5	112.2	114.8	55.95	55.53	54.10
Sherbrooke.....	106.4	108.5	111.5	55.16	55.44	52.31
Three Rivers.....	127.5	123.1	124.8	65.21	62.93	61.70
Drummondville.....	75.8	74.9	76.9	57.50	58.15	53.79
Montreal.....	126.9	125.9	121.2	66.17	66.66	62.61
Ottawa—Hull.....	122.5	121.6	122.1	61.66	61.38	59.07
Peterborough.....	109.6	110.0	106.7	73.69	73.15	68.54
Oshawa.....	173.0	175.9	179.9	75.03	75.21	75.93
Niagara Falls.....	131.4	126.2	130.8	74.52	75.14	70.69
St. Catharines.....	126.0	126.5	128.9	77.94	78.35	74.55
Toronto.....	133.5	132.7	129.2	71.56	71.02	67.86
Hamilton.....	118.2	113.9	116.3	74.87	75.48	69.34
Brantford.....	85.9	86.9	89.6	63.41	63.33	62.01
Calt.....	118.6	117.3	109.6	61.17	60.10	58.40
Kitchener.....	117.7	115.1	115.7	64.14	64.65	61.75
Sudbury.....	146.2	142.9	139.3	85.29	81.47	78.02
London.....	121.4	120.9	118.4	64.50	63.70	61.91
Sarnia.....	141.9	138.7	139.6	87.35	84.75	82.00
Windsor.....	98.2	102.4	107.9	75.13	70.26	71.92
Sault Ste. Marie.....	144.2	137.1	134.8	83.44	84.52	78.91
Ft. William—Pt. Arthur.....	124.9	121.3	116.8	72.67	70.26	66.78
Winnipeg.....	109.4	108.5	108.3	61.23	60.31	58.63
Regina.....	126.3	123.6	124.8	65.50	63.18	57.72
Saskatoon.....	130.1	126.5	124.7	60.78	59.80	57.25
Edmonton.....	185.5	180.8	183.7	66.33	65.02	63.68
Calgary.....	162.2	159.4	157.8	66.72	65.36	63.87
Vancouver.....	124.4	122.7	119.2	72.63	71.52	68.82
Victoria.....	123.4	122.3	119.7	65.86	65.61	62.19



**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	July 1 1957	June 1 1957	July 1 1956	July 1 1957	June 1 1957	July 1 1956
<b>Mining</b> .....	<b>128.8</b>	<b>126.3</b>	<b>126.1</b>	<b>84.48</b>	<b>82.97</b>	<b>77.24</b>
Metal mining.....	136.9	134.1	129.3	87.41	85.59	79.68
Gold.....	77.8	77.6	77.4	73.30	72.57	70.82
Other metal.....	192.0	186.9	177.5	92.75	90.64	83.27
Fuels.....	109.3	107.4	112.9	84.37	82.57	75.95
Coal.....	60.2	59.5	67.0	66.18	64.99	59.82
Oil and natural gas.....	289.9	283.8	262.8	98.25	96.12	89.42
Non-metal.....	151.4	147.8	153.0	72.73	73.01	70.79
<b>Manufacturing</b> .....	<b>118.3</b>	<b>116.7</b>	<b>118.0</b>	<b>70.20</b>	<b>69.92</b>	<b>66.89</b>
Food and beverages.....	116.2	108.6	113.7	62.10	62.54	59.15
Meat products.....	128.6	126.0	128.5	70.82	71.12	68.70
Canned and preserved fruits and vegetables.....	118.3	83.0	102.7	49.52	54.88	48.67
Grain mill products.....	104.0	103.7	105.4	69.13	65.97	64.04
Bread and other bakery products.....	111.6	109.7	110.1	61.21	60.80	58.56
Biscuits and crackers.....	101.8	91.8	97.6	52.13	52.40	48.59
Distilled and malt liquors.....	110.4	104.7	112.9	80.14	80.35	75.84
Tobacco and tobacco products.....	86.5	85.4	82.2	68.65	68.17	64.38
Rubber products.....	112.7	112.8	116.6	70.70	73.04	68.13
Leather products.....	88.7	87.9	88.3	47.50	47.25	44.75
Boots and shoes (except rubber).....	93.8	91.8	91.3	44.88	44.45	42.23
Textile products (except clothing).....	85.3	85.3	87.9	55.42	55.15	52.98
Cotton yarn and broad woven goods.....	83.4	83.2	90.5	52.09	51.30	49.99
Woollen goods.....	73.1	72.8	74.8	52.86	52.64	51.05
Synthetic textiles and silk.....	85.2	86.2	86.8	61.17	61.17	58.63
Clothing (textile and fur).....	93.1	93.4	92.9	42.94	45.31	41.64
Men's clothing.....	100.8	101.0	101.1	42.00	42.67	40.46
Women's clothing.....	90.4	91.4	88.6	43.20	43.13	41.90
Knit goods.....	79.7	80.6	81.1	43.18	43.10	58.47
Wood products.....	112.0	108.5	115.1	60.10	59.69	60.55
Saw and planing mills.....	114.0	109.9	119.8	61.75	61.19	55.49
Furniture.....	111.9	110.6	110.4	58.24	58.51	53.32
Other wood products.....	103.2	98.2	102.4	55.37	54.37	81.16
Paper products.....	128.8	126.1	128.0	85.38	84.07	87.53
Pulp and paper mills.....	131.3	128.2	131.8	92.36	90.54	63.88
Other paper products.....	122.6	121.0	118.9	66.79	67.02	71.95
Printing, publishing and allied industries.....	119.8	119.3	115.3	75.65	75.67	74.20
Iron and steel products.....	117.3	115.5	114.7	78.49	79.24	72.48
Agricultural implements.....	64.4	57.6	64.1	76.38	75.80	77.25
Fabricated and structural steel.....	179.4	175.6	161.8	80.45	80.98	70.71
Hardware and tools.....	98.5	98.9	110.4	72.47	72.38	65.51
Heating and cooking appliances.....	101.3	102.1	105.7	67.81	67.32	72.15
Iron castings.....	108.3	108.5	108.1	76.12	76.14	72.99
Machinery mfg.....	128.7	127.8	123.1	75.29	75.99	80.34
Primary iron and steel.....	131.0	128.7	125.9	88.14	91.58	72.34
Sheet metal products.....	114.9	112.3	117.6	76.63	75.63	74.31
Transportation equipment.....	146.3	149.2	145.3	77.42	75.65	78.24
Aircraft and parts.....	399.0	393.0	354.1	82.40	81.08	78.93
Motor vehicles.....	131.2	139.7	142.0	80.09	75.58	73.41
Motor vehicle parts and accessories.....	117.1	119.1	125.1	75.69	77.74	69.98
Railroad and rolling stock equipment.....	93.5	95.1	95.0	72.71	70.72	68.55
Shipbuilding and repairing.....	157.9	160.7	151.2	73.42	72.14	75.54
Non-ferrous metal products.....	121.3	119.1	134.9	80.22	79.02	71.04
Aluminium products.....	140.2	136.6	139.2	76.03	74.22	70.18
Brass and copper products.....	108.7	107.6	114.3	73.74	74.59	82.16
Smelting and refining.....	134.8	132.0	161.0	88.55	86.39	72.31
Electrical apparatus and supplies.....	151.5	151.6	152.9	75.30	74.64	69.78
Non-metallic mineral products.....	138.6	135.4	140.1	73.38	72.47	65.79
Clay products.....	108.9	106.9	119.9	69.56	68.26	95.81
Glass and glass products.....	138.0	134.8	140.6	67.93	103.34	73.75
Products of petroleum and coal.....	145.8	143.2	137.5	102.33	70.31	67.79
Chemical products.....	134.6	133.8	129.7	79.18	78.56	81.75
Medicinal and pharmaceutical preparations.....	117.0	116.7	116.4	70.83	90.45	57.20
Acids, alkalis and salts.....	147.4	145.8	136.9	89.06	59.81	
Miscellaneous manufacturing industries.....	113.3	113.7	108.5	60.56		
<b>Construction</b> .....	<b>150.9</b>	<b>143.2</b>	<b>151.5</b>	<b>73.96</b>	<b>73.82</b>	<b>67.44</b>
Building and general engineering.....	158.2	150.3	149.8	80.68	81.09	74.56
Building.....	161.1	154.0	154.2	79.11	79.89	73.67
Engineering work.....	146.3	135.0	130.9	87.83	86.52	79.07
Highways, bridges and streets.....	139.1	131.9	154.2	61.76	60.58	56.35
<b>Service</b> .....	<b>137.3</b>	<b>132.1</b>	<b>130.9</b>	<b>45.63</b>	<b>45.87</b>	<b>42.28</b>
Hotels and restaurants.....	133.2	125.4	128.1	37.50	37.75	35.28
Laundries and dry cleaning plants.....	117.8	116.5	114.1	42.51	41.95	39.94
Other service.....	176.5	174.0	162.9	67.62	67.74	62.37
<b>Industrial composite</b> .....	<b>126.5</b>	<b>123.5</b>	<b>124.2</b>	<b>68.31</b>	<b>67.82</b>	<b>64.56</b>

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

**TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Aug. 1, 1957	July 1, 1957	Aug. 1, 1956	Aug. 1, 1957	July 1, 1957	Aug. 1, 1956
Newfoundland.....	44.3	45.5	42.7	154.8	157.3	137.2
Nova Scotia.....	41.9	41.3	40.9	143.5	141.8	134.9
New Brunswick.....	42.0	41.9	42.4	140.4	140.3	134.0
Quebec.....	41.6	41.1	41.8	144.1	145.5	137.9
Ontario.....	40.2	40.3	40.7	169.2	169.2	160.0
Manitoba.....	40.1	40.6	40.3	150.3	149.8	146.4
Saskatchewan.....	39.8	40.6	40.1	166.8	166.5	156.0
Alberta <sup>(1)</sup> .....	39.9	41.3	39.7	166.7	169.4	156.2
British Columbia <sup>(2)</sup> .....	37.5	38.6	37.5	189.0	189.4	180.2

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE: Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

**TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Man Hours and Hourly Earnings: Price and Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Week Preceding:						
August 1, 1956.....	40.8	152.4	62.18	149.1	119.1	125.2
September 1, 1956.....	41.1	152.1	62.51	149.9	119.0	126.0
October 1, 1956.....	41.5	153.3	63.62	152.5	119.8	127.3
November 1, 1956.....	41.6	154.7	64.36	154.3	120.3	128.3
December 1, 1956.....	41.5	155.5	64.53	154.7	120.4	128.5
January 1, 1957.....	41.2*	158.0	65.10*	156.1	120.3	129.8
February 1, 1957.....	40.9	157.5	64.42	154.4	120.5	128.1
March 1, 1957.....	40.9	157.6	64.46	154.5	120.5	128.2
April 1, 1957.....	41.1	158.7	65.23	156.4	120.9	129.4
May 1, 1957.....	40.6	160.0	64.96	155.7	121.1	128.6
June 1, 1957.....	40.5	160.7	65.08	156.0	121.6	128.3
July 1, 1957.....	40.6	161.0	65.37	156.7	121.9	128.5
August 1, 1957 <sup>(1)</sup> .....	40.5	160.4	64.96	155.7	122.6	127.0

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1957 are 37.9 and \$59.88.

(1) Latest figures subject to revision.

**TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Aug. 1 1957	July 1 1957	Aug. 1 1956	Aug. 1 1957	July 1 1957	Aug. 1 1956	Aug. 1 1957	July 1 1957	Aug. 1 1956
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	42.1	42.8	42.6	187.3	187.4	172.7	78.85	80.21	73.57
Metal mining.....	42.9	43.2	42.6	195.1	195.5	180.7	83.70	84.46	76.98
Gold.....	41.8	43.4	41.9	158.6	159.3	154.5	66.29	69.14	64.74
Other metal.....	43.3	43.1	42.8	209.2	210.3	191.5	90.58	90.64	81.96
Fuels.....	39.2	41.5	41.8	179.9	180.1	164.4	70.52	74.78	68.72
Coal.....	37.4	39.2	40.4	163.7	163.8	148.2	61.22	64.21	59.87
Oil and natural gas.....	42.3	45.7	44.3	205.4	205.4	189.4	86.88	93.87	83.90
Non-metal.....	43.1	43.2	43.9	164.6	164.8	157.1	70.94	71.19	68.97
Manufacturing.....	40.5	40.6	40.8	160.4	161.0	152.4	64.96	65.37	62.18
Food and beverages.....	41.0	41.2	40.9	137.0	138.9	128.3	56.17	57.23	52.47
Meat products.....	40.1	40.9	40.7	163.8	163.1	154.7	65.68	66.71	62.96
Canned and preserved fruits and vegetables.....	39.6	37.9	38.2	106.2	114.3	102.8	42.06	43.32	39.27
Grain mill products.....	43.0	43.2	43.3	155.2	153.3	145.9	66.74	66.23	63.17
Bread and other bakery products.....	43.3	43.4	43.3	129.2	130.6	120.9	55.94	56.68	52.35
Distilled and malt liquors.....	41.1	40.2	40.7	183.1	184.2	169.8	75.25	74.05	69.11
Tobacco and tobacco products.....	40.3	40.0	41.3	158.2	159.1	150.1	63.75	63.64	61.99
Rubber products.....	39.3	40.2	39.5	167.8	164.8	157.2	65.95	66.25	62.09
Leather products.....	39.8	38.8	40.3	110.3	111.8	103.4	43.90	43.38	41.67
Boots and shoes (except rubber).....	39.5	37.9	40.3	106.9	108.5	99.5	42.23	41.12	40.40
Textile products (except clothing).....	41.3	41.1	41.1	121.0	121.0	115.1	49.97	49.73	47.31
Cotton yarn and broad woven goods.....	38.9	38.8	38.6	120.9	120.7	115.4	47.03	46.83	44.54
Woolen goods.....	42.6	42.7	43.0	113.4	113.5	107.2	48.31	48.46	46.10
Synthetic textiles and silk.....	43.3	42.5	42.8	128.3	128.9	124.3	55.55	54.78	53.20
Clothing (textile and fur).....	37.4	36.3	37.7	104.9	104.3	101.4	39.23	37.86	38.23
Men's clothing.....	36.1	35.3	36.7	105.7	106.0	101.5	38.16	37.42	37.25
Women's clothing.....	35.8	34.0	36.2	113.4	109.4	108.4	40.60	37.20	38.55
Knit goods.....	39.7	38.8	39.7	99.5	100.1	97.1	39.50	38.84	38.24
*Wood products.....	40.8	41.4	41.0	139.3	139.3	133.2	56.83	57.67	54.61
Saw and planing mills.....	40.1	40.9	39.8	147.4	147.0	141.7	59.11	60.12	56.40
Furniture.....	42.1	42.0	43.3	129.8	129.8	122.1	54.65	54.62	52.87
Other wood products.....	41.8	42.9	42.5	120.2	122.1	114.2	50.24	52.38	48.54
Paper products.....	42.3	42.8	42.6	189.1	189.9	180.7	79.99	81.28	76.98
Pulp and paper mills.....	42.5	43.2	42.8	202.9	204.0	193.1	86.23	88.13	82.65
Other paper products.....	41.6	41.4	42.0	145.2	144.9	140.0	60.40	59.99	59.14
Printing, publishing and allied industries.....	40.4	40.1	40.2	186.9	180.9	172.0	75.51	76.55	72.36
*Iron and steel products.....	40.9	40.8	41.5	184.0	183.4	180.9	75.26	74.83	71.75
Agricultural implements.....	39.5	40.0	40.5	179.8	180.3	173.2	71.02	72.12	70.15
Fabricated and structural steel.....	40.6	41.3	42.2	181.4	182.0	175.6	73.65	75.17	74.10
Hardware and tools.....	41.0	41.2	42.0	165.1	164.9	161.2	67.69	67.94	67.70
Heating and cooking appliances.....	40.8	40.5	40.6	156.4	156.6	147.4	63.81	63.42	59.84
Iron castings.....	40.6	40.8	42.1	177.7	177.3	168.3	72.15	72.34	70.85
Machinery manufacturing.....	42.1	42.1	41.9	171.1	170.7	163.2	72.03	71.86	68.38
Primary iron and steel.....	40.5	39.7	41.2	214.2	212.9	194.4	86.75	84.52	80.09
Sheet metal products.....	41.4	40.9	40.8	178.4	177.4	168.4	73.86	72.56	68.71
*Transportation equipment.....	39.9	40.1	40.0	182.2	182.0	174.2	72.70	72.98	69.68
Aircraft and parts.....	40.5	41.4	41.2	182.2	184.4	178.3	73.79	76.34	73.46
Motor vehicles.....	37.8	38.0	39.2	193.7	192.8	183.0	73.22	73.26	71.74
Motor vehicle parts and accessories.....	39.0	39.1	39.9	182.7	181.5	176.0	71.25	70.97	70.22
Railroad and rolling stock equipment.....	39.7	39.9	39.0	179.4	179.4	171.9	71.22	71.58	67.04
Shipbuilding and repairing.....	42.6	42.0	41.2	176.0	173.5	163.5	74.98	72.87	67.36
*Non-ferrous metal products.....	40.4	40.5	41.0	184.4	184.3	173.3	74.50	74.64	71.05
Aluminum products.....	40.8	41.3	41.0	156.6	156.6	147.1	63.89	64.68	60.31
Brass and copper products.....	41.2	40.6	40.8	169.1	168.2	159.7	69.67	68.29	65.16
Smelting and refining.....	40.2	40.4	41.0	206.3	206.4	189.3	82.93	83.39	77.61
*Electrical apparatus and supplies.....	40.4	40.5	40.9	166.2	166.1	159.1	67.14	67.27	65.07
Heavy electrical machinery and equipment.....	40.6	40.8	41.4	188.1	186.3	176.3	76.37	76.01	72.99
Radios and radio parts.....	40.3	40.2	39.9	145.5	146.0	136.6	58.64	58.61	54.50
Batteries.....	40.4	40.4	40.5	162.4	163.4	154.0	65.61	66.01	62.37
Refrigerators, vacuum cleaners and appliances.....	38.2	40.2	40.2	169.0	169.4	165.3	64.56	67.12	62.43
Miscellaneous electrical products.....	40.6	40.2	41.4	153.0	153.5	150.8	62.12	73.64	74.28
Wire and cable.....	42.6	41.4	41.8	181.3	180.3	177.7	79.03	69.31	65.79
*Non-metallic mineral products.....	43.2	43.4	43.4	159.8	159.7	151.7	63.28	63.96	61.60
Clay products.....	42.5	42.5	43.2	148.9	150.5	142.6	64.27	64.12	62.35
Glass and glass products.....	42.2	42.1	41.9	152.3	152.3	148.8	64.27	64.12	62.35
Products of petroleum and coal.....	40.4	41.6	40.1	223.5	225.8	207.1	90.29	93.93	85.05
Chemical products.....	40.4	41.2	40.8	173.1	170.6	160.7	69.93	70.29	65.57
Medicinal and pharmaceutical preparations.....	38.7	41.5	41.0	132.2	133.2	129.9	51.16	55.28	53.26
Acids, alkalis and salts.....	40.3	41.5	41.0	199.7	196.7	182.3	80.48	81.63	74.74
Miscellaneous manufacturing industries.....	40.9	41.0	41.2	131.1	130.9	124.0	53.62	53.67	51.09
*Durable goods.....	40.7	40.8	41.0	172.6	172.4	163.6	70.25	70.34	67.08
Non-durable goods.....	40.4	40.4	40.6	147.6	148.7	140.0	59.63	60.07	56.84
Construction.....	42.9	42.1	43.0	174.7	174.3	162.7	74.95	73.38	69.96
Building and general engineering.....	43.0	41.9	43.1	189.6	189.6	176.3	81.53	79.44	75.99
Highways, bridges and streets.....	42.7	42.3	42.9	142.7	141.7	132.8	60.93	59.94	56.97
Electric and motor transportation.....	44.2	44.5	44.4	160.6	160.4	153.2	70.99	71.38	68.02
Service.....	40.1	40.2	40.1	91.6	92.5	87.6	36.73	37.19	35.13
Hotels and restaurants.....	40.5	40.3	40.2	89.8	90.9	86.7	36.37	36.63	34.85
Laundries and dry cleaning plants.....	39.7	40.7	40.6	89.9	90.4	84.8	35.69	36.79	34.43

\* Durable manufactured goods industries.



## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
October 1, 1951.....	52,427	16,205	68,632	79,975	51,003	130,978
October 1, 1952.....	29,058	20,685	49,743	93,699	49,140	142,839
October 1, 1953.....	24,025	17,806	41,831	117,827	53,453	171,280
October 1, 1954.....	16,388	13,018	29,406	170,883	71,561	242,444
October 1, 1955.....	28,794	18,225	47,019	117,723	63,645	181,268
October 1, 1956.....	40,726	21,827	62,553	97,699	59,502	157,201
November 1, 1956.....	31,997	17,154	49,151	108,703	65,017	173,720
December 1, 1956.....	27,634	16,442	44,076	171,326	74,709	246,035
January 1, 1957.....	19,784	13,440	33,224	343,956	92,207	436,163
February 1, 1957.....	18,117	12,376	30,493	447,210	112,994	560,204
March 1, 1957.....	14,218	12,694	26,912	474,661	113,489	588,150
April 1, 1957.....	19,523	14,760	34,283	479,539	111,129	590,668
May 1, 1957.....	28,999	18,200	47,199	378,062	96,250	474,312
June 1, 1957.....	28,041	19,163	47,204	226,022	80,973	306,995
July 1, 1957.....	21,843	17,643	39,486	180,521	85,981	266,502
August 1, 1957.....	20,837	14,060	34,897	171,765	84,581	256,346
September 1, 1957 <sup>(1)</sup> .....	14,379	16,047	30,426	171,981	76,446	248,427
October 1, 1957 <sup>(1)</sup> .....	12,792	13,660	26,452	186,599	80,267	266,866

\* Current vacancies only. Deferred vacancies are excluded.

<sup>(1)</sup> Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT AUGUST 30, 1957 <sup>(1)</sup>**

(Source: Form U.I.C. -751)

Industry	Male	Female	Total	Change from	
				July 31 1957	August 31 1956
<b>Agriculture, Fishing, Trapping.....</b>	<b>1,248</b>	<b>230</b>	<b>1,478</b>	— 3,803	— 1,986
<b>Forestry.....</b>	<b>1,722</b>	<b>8</b>	<b>1,730</b>	— 2,060	— 7,276
<b>Mining, Quarrying and Oil Wells.....</b>	<b>567</b>	<b>53</b>	<b>620</b>	— 332	— 693
Metal Mining.....	302	28	330	— 268	— 395
Fuels.....	192	13	205	— 24	— 247
Non-Metal Mining.....	12	—	12	— 47	— 43
Quarrying, Clay and Sand Pits.....	14	1	15	+ 1	— 4
Prospecting.....	47	11	58	+ 6	— 4
<b>Manufacturing.....</b>	<b>3,311</b>	<b>3,695</b>	<b>7,006</b>	+ 924	— 5,540
Foods and Beverages.....	549	946	1,495	+ 288	— 418
Tobacco and Tobacco Products.....	3	8	11	— 5	— 7
Rubber Products.....	32	21	53	+ 5	— 43
Leather Products.....	159	203	362	+ 148	— 75
Textile Products (except clothing).....	110	189	299	— 3	— 160
Clothing (textile and fur).....	190	1,440	1,630	+ 187	— 586
Wood Products.....	313	112	425	+ 52	— 772
Paper Products.....	138	99	237	+ 66	— 243
Printing, Publishing and Allied Industries.....	149	132	281	+ 99	— 61
Iron and Steel Products.....	494	114	608	+ 24	— 1,202
Transportation Equipment.....	555	76	631	— 32	— 523
Non-Ferrous Metal Products.....	108	56	164	— 20	— 455
Electrical Apparatus and Supplies.....	241	79	320	+ 44	— 417
Non-Metallic Mineral Products.....	75	35	110	— 0	— 159
Products of Petroleum and Coal.....	28	11	39	+ 2	— 35
Chemical Products.....	170	63	233	+ 17	— 168
Miscellaneous Manufacturing Industries.....	67	111	178	+ 52	— 216
<b>Construction.....</b>	<b>2,317</b>	<b>100</b>	<b>2,417</b>	— 1,478	— 4,485
General Contractors.....	1,653	68	1,721	— 1,426	— 3,599
Special Trade Contractors.....	664	32	696	— 52	— 886
<b>Transportation, Storage and Communication.....</b>	<b>654</b>	<b>297</b>	<b>951</b>	— 39	— 1,860
Transportation.....	515	155	670	— 35	— 1,607
Storage.....	43	19	62	+ 17	— 84
Communication.....	96	123	219	— 21	— 169
<b>Public Utility Operation.....</b>	<b>187</b>	<b>31</b>	<b>218</b>	+ 3	— 116
<b>Trade.....</b>	<b>1,990</b>	<b>2,619</b>	<b>4,609</b>	+ 1,229	— 3,118
Wholesale.....	578	504	1,082	+ 134	— 1,254
Retail.....	1,412	2,115	3,527	+ 1,095	— 1,864
<b>Finance, Insurance and Real Estate.....</b>	<b>574</b>	<b>520</b>	<b>1,094</b>	+ 76	— 773
<b>Service.....</b>	<b>1,997</b>	<b>8,541</b>	<b>10,538</b>	+ 603	— 5,347
Community or Public Service.....	247	1,588	1,835	+ 36	— 508
Government Service.....	801	300	1,101	— 314	— 1,147
Recreation Service.....	106	82	188	— 41	— 158
Business Service.....	329	320	649	— 15	— 597
Personal Service.....	514	6,251	6,765	+ 937	— 2,937
<b>GRAND TOTAL.....</b>	<b>14,637</b>	<b>16,094</b>	<b>30,731</b>	— 4,877	— 31,194

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT AUGUST 29, 1957 <sup>(1)</sup>**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers....	1,901	1,060	2,961	4,811	1,477	6,288
Clerical workers.....	1,080	3,015	4,095	9,511	24,915	34,426
Sales workers.....	1,059	1,373	2,432	3,828	9,165	12,993
Personal and domestic service workers..	792	7,023	7,815	18,146	12,327	30,473
Seamen.....	13	1	14	659	1	660
Agriculture and fishing.....	1,252	26	1,278	2,000	344	2,344
Skilled and semiskilled workers.....	6,113	1,994	8,107	74,999	14,379	89,378
Food and kindred products (inc. tobacco).....	51	14	65	738	402	1,140
Textiles, clothing, etc.....	118	1,466	1,584	2,063	8,534	10,597
Lumber and lumber products.....	1,527	6	1,533	8,418	134	8,552
Pulp, paper (inc. printing).....	92	13	105	677	346	1,023
Leather and leather products.....	115	106	221	693	636	1,329
Stone, clay and glass products.....	29	3	32	196	57	253
Metalworking.....	721	15	736	12,370	985	13,355
Electrical.....	197	22	219	1,564	1,063	2,627
Transportation equipment.....	6	5	11	1,488	170	4,358
Mining.....	187	.....	187	844	.....	844
Construction.....	918	.....	918	13,871	1	13,872
Transportation (except seamen).....	616	19	635	11,203	100	11,303
Communications and public utility.....	48	.....	48	382	1	383
Trade and service.....	256	264	520	1,934	1,014	2,948
Other skilled and semiskilled.....	1,047	51	1,098	11,744	715	12,459
Foremen.....	67	10	77	1,726	216	1,942
Apprentices.....	118	.....	118	2,388	5	2,393
Unskilled workers.....	2,169	1,555	3,724	58,027	13,838	71,865
Food and tobacco.....	411	769	1,180	1,374	2,404	3,778
Lumber and lumber products.....	145	18	163	5,823	318	6,141
Metalworking.....	67	29	96	5,435	516	5,951
Construction.....	829	.....	829	19,660	2	19,662
Other unskilled workers.....	717	739	1,456	25,735	10,598	36,333
<b>GRAND TOTAL.....</b>	<b>14,379</b>	<b>16,047</b>	<b>30,426</b>	<b>171,981</b>	<b>76,446</b>	<b>248,427</b>

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.



**TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT AUGUST 29, 1957**

(Source: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) August 29, 1957	Previous Month August 1, 1957	Previous Year August 30, 1956	(1) August 29, 1957	Previous Month August 1, 1957	Previous Year August 30, 1956
<b>Newfoundland</b> .....	<b>101</b>	<b>149</b>	<b>736</b>	<b>4,858</b>	<b>5,456</b>	<b>3,432</b>
Corner Brook.....	5	10	29	1,108	1,238	956
Grand Falls.....	3	12	18	509	555	282
St. John's.....	93	127	689	3,241	3,663	2,194
<b>Prince Edward Island</b> .....	<b>141</b>	<b>121</b>	<b>179</b>	<b>903</b>	<b>1,178</b>	<b>755</b>
Charlottetown.....	91	94	121	464	639	386
Summerside.....	50	27	58	439	539	369
<b>Nova Scotia</b> .....	<b>1,022</b>	<b>846</b>	<b>1,298</b>	<b>9,692</b>	<b>10,434</b>	<b>6,844</b>
Amherst.....	27	14	22	388	462	233
Bridgewater.....	8	8	31	415	481	317
Halifax.....	593	561	744	2,681	2,867	2,425
Inverness.....	.....	.....	.....	285	288	146
Kentville.....	110	39	188	744	862	505
Liverpool.....	6	6	51	198	201	98
New Glasgow.....	93	137	158	1,484	1,623	696
Springhill.....	.....	1	6	440	448	100
Sydney.....	92	56	34	1,917	1,912	1,705
Truro.....	28	12	60	549	531	289
Yarmouth.....	65	12	4	591	759	330
<b>New Brunswick</b> .....	<b>960</b>	<b>859</b>	<b>1,555</b>	<b>10,021</b>	<b>10,634</b>	<b>5,978</b>
Bathurst.....	6	4	22	860	928	434
Campbellton.....	47	35	92	786	860	340
Edmundston.....	22	22	26	569	531	327
Fredericton.....	172	140	230	753	761	418
Minto.....	93	106	194	327	285	220
Moncton.....	292	294	597	2,000	2,218	1,460
Newcastle.....	7	8	12	948	888	481
Saint John.....	211	188	221	2,435	2,615	1,719
St. Stephen.....	12	15	28	730	958	304
Sussex.....	18	40	11	237	208	108
Woodstock.....	80	7	122	376	382	167
<b>Quebec</b> .....	<b>8,267</b>	<b>10,021</b>	<b>17,319</b>	<b>68,975</b>	<b>76,195</b>	<b>46,366</b>
Asbestos.....	15	5	59	303	319	314
Beauharnois.....	38	73	86	395	468	272
Buckingham.....	4	6	9	396	437	227
Causapscal.....	3	60	718	892	802	580
Chandler.....	7	2	2	168	247	142
Chicoutimi.....	140	569	620	966	920	496
Dolbeau.....	12	58	106	844	968	307
Drummondville.....	40	54	61	1,087	1,097	901
Farnham.....	12	27	90	412	461	350
Forestville.....	67	429	647	235	265	220
Gaspé.....	6	6	84	147	193	137
Granby.....	42	61	40	1,033	1,526	817
Hull.....	82	54	77	1,404	1,470	929
Joliette.....	1,083	1,137	105	1,188	1,342	903
Jonquière.....	35	38	89	1,327	1,539	521
Lachute.....	22	23	83	261	285	253
La Malbaie.....	6	1	4	230	270	134
La Tuque.....	201	772	1,049	419	358	226
Lévis.....	194	193	249	1,490	1,933	995
Louiseville.....	61	67	90	589	717	436
Magog.....	4	2	3	419	428	244
Maniwaki.....	2	258	87	268	271	61
Matane.....	4	5	244	588	634	287
Mégantic.....	31	21	60	483	409	162
Mont-Laurier.....	26	18	1	423	573	261
Montmagny.....	21	17	28	1,227	754	381
Montréal.....	3,813	3,624	7,496	24,184	27,426	17,239
New Richmond.....	4	1	31	391	425	175
Port Alfred.....	8	13	22	292	285	155
Québec.....	610	605	853	6,076	6,610	4,565
Rimouski.....	83	90	129	1,318	1,037	554
Rivière du Loup.....	52	59	38	885	929	928
Roberval.....	13	102	119	489	577	202
Rouyn.....	103	72	418	1,693	1,685	930
Ste. Agathe.....	36	48	28	160	144	128
Ste. Anne de Bellevue.....	57	38	136	240	239	230
Ste. Thérèse.....	66	50	113	629	752	513
St. Georges Est.....	159	53	786	902	1,377	469
St. Hyacinthe.....	41	122	45	993	1,280	703
St. Jean.....	63	84	79	811	920	726
St. Jérôme.....	40	48	23	521	700	461
Sept Îles.....	219	76	115	486	446	211
Shawinigan Falls.....	61	131	43	1,786	2,224	997
Sherbrooke.....	117	124	248	2,584	2,707	1,357
Sorel.....	90	90	56	768	935	756

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT AUGUST 29, 1957

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(?)			Registrations		
	(1) August 29, 1957	Previous Month August 1, 1957	Previous Year August 30, 1956	(1) August 29, 1957	Previous Month August 1, 1957	Previous Year August 30, 1956
<b>Quebec—Con.</b>						
Thetford Mines.....	53	54	78	728	848	533
Trois-Rivières.....	223	205	504	1,709	2,026	1,388
Val d'Or.....	21	64	1,053	1,322	1,130	622
Valleyfield.....	82	71	94	913	907	785
Victoriaville.....	44	66	78	1,106	1,014	537
Ville d'Alma.....	51	175	43	795	886	646
<b>Ontario.....</b>	<b>9,778</b>	<b>14,255</b>	<b>19,890</b>	<b>102,560</b>	<b>97,235</b>	<b>67,033</b>
Arnprior.....	12	20	40	145	159	97
Barrie.....	67	69	214	601	526	689
Belleville.....	43	14	54	737	853	462
Bracebridge.....	46	75	122	324	341	153
Brampton.....	26	38	53	428	457	353
Brantford.....	83	45	116	2,399	2,820	1,865
Brockville.....	25	14	33	232	266	119
Carleton Place.....	18	9	9	112	107	79
Chatham.....	558	549	479	1,284	1,588	992
Cobourg.....	67	2	13	622	627	410
Collingwood.....	14	48	27	268	342	343
Cornwall.....	135	301	187	1,389	1,363	1,058
Fort Erie.....	18	36	48	222	212	256
Fort Frances.....	32	18	70	95	145	72
Fort William.....	275	786	464	678	544	550
Galt.....	233	142	109	1,006	979	377
Gananoque.....	12	10	21	141	130	94
Goderich.....	21	31	62	241	241	200
Guelph.....	110	84	197	1,093	1,771	644
Hamilton.....	677	609	1,231	8,654	8,963	5,814
Hawkesbury.....	10	15	21	215	208	156
Ingersoll.....	61	1,974	387	265	312	156
Kapuskasing.....	32	44	528	281	200	119
Kenora.....	63	334	211	179	182	129
Kingston.....	157	120	146	953	978	569
Kirkland Lake.....	153	164	321	405	400	275
Kitchener.....	122	97	203	1,601	2,021	771
Leamington.....	57	64	56	685	709	542
Lindsay.....	26	20	57	542	443	294
Listowel.....	40	29	69	127	144	66
London.....	470	392	1,354	2,893	3,222	1,848
Midland.....	28	27	33	293	248	175
Napanee.....	8	13	28	225	262	134
Newmarket.....	39	40	.....	477	496	.....
New Toronto.....	152	121	331	2,003	2,043	1,328
Niagara Falls.....	214	201	208	692	736	457
North Bay.....	14	10	68	705	888	298
Oakville.....	101	119	223	389	548	455
Orillia.....	31	22	46	480	417	334
Oshawa.....	136	256	222	7,821	3,059	2,619
Ottawa.....	873	755	1,200	2,914	2,990	1,989
Owen Sound.....	16	18	81	808	905	490
Parry Sound.....	6	5	4	63	105	42
Pembroke.....	174	165	345	853	974	449
Perth.....	37	43	63	190	216	128
Peterborough.....	54	159	160	2,025	1,704	989
Pictou.....	35	29	16	125	131	110
Port Arthur.....	191	395	909	797	665	526
Port Colborne.....	17	16	35	344	312	230
Prescott.....	24	36	27	334	432	142
Renfrew.....	11	11	39	229	335	117
St. Catharines.....	223	103	143	3,615	2,591	1,859
St. Thomas.....	72	43	497	568	628	309
Sarnia.....	86	82	168	1,243	1,412	804
Sault Ste. Marie.....	217	289	446	885	803	544
Simcoe.....	58	2,051	333	605	605	118
Sioux Lookout.....	9	17	20	66	70	42
Smiths Falls.....	10	11	15	178	179	119
Stratford.....	44	26	72	570	560	336
Sturgeon Falls.....	7	6	6	375	401	240
Sudbury.....	418	412	524	1,811	1,678	795
Timmins.....	60	41	177	975	946	520
Toronto.....	2,230	1,853	5,770	23,565	25,879	14,383
Trenton.....	49	31	73	428	477	370
Walkerton.....	52	63	50	220	238	153
Wallaceburg.....	10	8	16	297	316	295
Welland.....	52	50	103	920	803	389
Weston.....	166	125	321	1,399	1,340	1,021
Windsor.....	176	160	288	13,792	8,725	13,849
Woodstock.....	14	290	50	745	775	323

**TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT AUGUST 29, 1957**

(Source: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1)	Previous Month	Previous Year	(1)	Previous Month	Previous Year
	August 29, 1957	August 1, 1957	August 30, 1956	August 29, 1957	August 1, 1957	August 30, 1956
<b>Manitoba</b> .....	<b>2,451</b>	<b>2,557</b>	<b>4,261</b>	<b>8,474</b>	<b>9,636</b>	<b>6,748</b>
Brandon.....	264	301	432	529	531	385
Dauphin.....	25	21	53	250	251	130
Flin Flon.....	63	58	170	104	160	89
Portage la Prairie.....	48	64	93	265	292	230
The Pas.....	43	24	65	72	69	36
Winnipeg.....	2,038	2,089	3,448	7,254	8,333	5,878
<b>Saskatchewan</b> .....	<b>1,433</b>	<b>1,399</b>	<b>3,401</b>	<b>4,002</b>	<b>4,143</b>	<b>3,179</b>
Estevan.....	77	130	225	131	131	35
Moose Jaw.....	217	257	514	395	383	286
North Battleford.....	58	39	230	262	293	196
Prince Albert.....	120	101	155	541	558	412
Regina.....	405	351	694	1,064	1,068	891
Saskatoon.....	256	272	824	934	996	880
Swift Current.....	86	119	409	143	173	114
Weyburn.....	46	48	135	60	76	48
Yorkton.....	168	82	215	472	465	317
<b>Alberta</b> .....	<b>2,909</b>	<b>2,432</b>	<b>6,105</b>	<b>9,559</b>	<b>10,777</b>	<b>5,137</b>
Blairmore.....	23	13	89	229	264	90
Calgary.....	1,026	866	1,585	3,066	3,360	1,903
Drumheller.....	50	36	69	185	200	151
Edmonton.....	1,252	1,019	2,394	4,746	5,179	2,103
Edson.....	39	49	1,131	193	207	104
Lethbridge.....	210	234	316	454	638	363
Medicine Hat.....	232	124	294	358	492	235
Red Deer.....	77	91	227	328	437	188
<b>British Columbia</b> .....	<b>3,334</b>	<b>2,258</b>	<b>6,619</b>	<b>29,383</b>	<b>30,658</b>	<b>16,623</b>
Chilliwack.....	72	68	81	563	626	350
Courtenay.....	56	32	134	563	830	237
Cranbrook.....	48	21	46	183	217	121
Dawson Creek.....	65	56	137	308	280	38
Duncan.....	32	38	172	898	400	541
Kamloops.....	66	31	334	445	525	214
Kelowna.....	476	27	747	240	344	229
Kitimat.....	132	86	408	175	283	110
Mission City.....	8	12	40	355	461	273
Nanaimo.....	22	25	59	1,104	1,055	798
Nelson.....	32	56	96	270	293	150
New Westminster.....	383	321	360	3,766	3,806	2,189
Penticton.....	29	29	34	239	332	154
Port Alberni.....	39	26	94	720	558	249
Prince George.....	102	134	370	876	787	349
Prince Rupert.....	83	81	149	383	376	222
Princeton.....	12	10	20	134	144	44
Trail.....	26	15	28	300	285	337
Vancouver.....	1,069	915	2,661	14,944	16,195	8,293
Vernon.....	250	43	110	380	339	144
Victoria.....	287	185	434	2,390	2,373	1,488
Whitehorse.....	45	47	105	147	149	63
<b>Canada</b> .....	<b>30,426</b>	<b>34,897</b>	<b>61,363</b>	<b>248,427</b>	<b>256,346</b>	<b>162,095</b>
Males.....	14,379	20,837	39,324	171,981	171,765	101,718
Females.....	16,047	14,060	22,039	76,446	84,581	60,377

<sup>1</sup> Preliminary subject to revision.

<sup>2</sup> Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(Source: Form U.I.C. 751)

1952—1957

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1956 8 months.....	704,112	506,606	197,506	45,353	166,191	253,857	143,640	95,071
1957 8 months.....	602,166	405,335	196,831	38,433	144,980	212,110	128,363	78,280



## E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENT BY PROVINCE, AUGUST 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid†(Disability Days in Brackets)		Amount of Benefit Paid \$
Newfoundland.....	3.6	1,219	15,110	(466)	321,587
Prince Edward Island.....	0.7	221	3,087	(98)	55,837
Nova Scotia.....	7.7	3,193	32,216	(3,154)	603,633
New Brunswick.....	7.5	2,914	31,728	(2,069)	640,912
Quebec.....	48.3	24,562	202,836	(30,486)	4,008,737
Ontario.....	58.5	31,193	245,618	(23,684)	4,923,675
Manitoba.....	5.3	2,384	22,495	(2,744)	421,894
Saskatchewan.....	2.3	781	9,547	(1,530)	181,139
Alberta.....	5.5	3,112	22,899	(2,113)	476,655
British Columbia.....	15.7	8,673	65,853	(8,491)	1,399,242
Total, Canada, August 1957.....	155.1	78,252	651,389	(74,829)	13,033,311
Total, Canada, July 1957.....	155.8	71,453	685,884	(80,868)	13,799,832
Total, Canada, August 1956.....	102.7	53,182	451,725	(71,695)	8,170,564

\* Based on the number of payment documents for the month.

† Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

**TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, SEX AND PROVINCE, AUGUST 30, 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Duration on the register (weeks)									August 31 1956 Total
	Total	1	2	3-4	5-8	9-12	13-16	17-20	Over 20	
CANADA.....	208,708	50,977	21,746	25,835	32,215	21,565	15,899	11,987	28,484	132,276
MALE.....	146,959	40,277	17,087	19,239	21,469	13,502	9,880	7,792	17,713	82,717
FEMALE.....	61,749	10,700	4,659	6,596	10,746	8,063	6,019	4,195	10,771	49,559
Newfoundland.....	4,394	778	468	553	743	467	326	270	789	2,929
Male.....	3,846	709	435	500	642	408	273	236	643	2,506
Female.....	548	69	33	53	101	59	53	34	146	423
Prince Edward Island.....	711	88	36	74	162	107	81	46	117	524
Male.....	499	62	22	59	117	81	50	31	77	319
Female.....	212	26	14	15	45	26	31	15	40	205
Nova Scotia.....	9,579	2,204	664	896	1,490	1,042	968	783	1,532	6,637
Male.....	7,716	1,909	558	721	1,137	805	757	661	1,168	5,198
Female.....	1,863	295	106	175	353	237	211	122	364	1,439
New Brunswick.....	9,029	1,769	651	1,014	1,432	1,081	1,136	867	1,079	5,658
Male.....	7,254	1,472	543	823	1,109	835	971	755	746	4,014
Female.....	1,775	297	108	191	323	246	165	112	333	1,644
Quebec.....	60,059	13,835	5,929	7,510	9,728	6,609	4,931	3,444	8,073	38,778
Male.....	40,731	10,467	4,418	5,434	6,476	3,990	2,881	2,073	4,992	21,755
Female.....	19,328	3,368	1,511	2,076	3,252	2,619	2,050	1,371	3,081	17,023
Ontario.....	87,515	23,955	10,212	10,658	12,892	8,473	5,714	4,596	11,015	56,899
Male.....	61,089	19,174	8,150	7,996	8,289	4,993	3,290	2,789	6,408	37,513
Female.....	26,426	4,781	2,062	2,662	4,603	3,480	2,424	1,807	4,607	19,386
Manitoba.....	6,234	1,312	431	626	937	713	514	384	1,317	4,715
Male.....	3,375	773	249	363	462	385	266	208	669	2,083
Female.....	2,859	539	182	263	475	328	248	176	648	2,632
Saskatchewan.....	2,665	456	274	291	433	282	199	184	546	2,020
Male.....	1,475	279	177	155	196	131	108	112	317	941
Female.....	1,190	177	97	136	237	151	91	72	229	1,079
Alberta.....	7,929	1,941	1,102	1,069	1,114	664	492	465	1,082	3,607
Male.....	6,013	1,532	899	830	806	459	340	348	799	2,215
Female.....	1,916	409	203	239	308	205	152	117	283	1,392
British Columbia.....	20,593	4,639	1,979	3,144	3,284	2,127	1,538	948	2,934	10,509
Male.....	14,961	3,900	1,636	2,358	2,235	1,415	944	579	1,894	6,173
Female.....	5,632	739	343	786	1,049	712	594	369	1,040	4,336

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
AUGUST 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,602	1,059	543	1,859	1,254	605	545
Prince Edward Island.....	195	130	65	220	163	57	53
Nova Scotia.....	4,009	2,189	1,820	4,174	3,241	933	1,118
New Brunswick.....	3,677	2,033	1,644	3,827	2,965	862	1,018
Quebec.....	30,103	16,788	13,315	31,730	24,943	6,787	7,412
Ontario.....	54,427	30,548	23,879	52,228	44,149	8,079	14,423
Manitoba.....	2,868	1,690	1,178	3,039	2,356	683	425
Saskatchewan.....	1,203	775	428	1,222	836	386	221
Alberta.....	4,505	2,438	2,067	4,799	3,755	1,044	1,027
British Columbia.....	12,698	6,500	6,198	12,455	9,451	3,004	2,775
Total, Canada, August 1957.....	115,287	64,150	51,137	115,553	93,113	22,440	29,017
Total, Canada, July 1957.....	114,107	64,614	49,493	108,349	85,678	22,671	29,283
Total, Canada, August 1956.....	74,992	45,498	29,494	78,394	59,900	18,494	16,655

\* In addition, revised claims received numbered 18,502.

† In addition, 18,680 revised claims were disposed of. Of these, 1,444 were special requests not granted and 920 were appeals by claimants. There were 2,727 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER  
THE UNEMPLOYMENT INSURANCE ACT (Revised)**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1956—July.....	3,744,000	3,608,000	136,000
August.....	3,785,000	3,646,500	138,500
September.....	3,785,000	3,655,700	132,300
October.....	3,785,000	3,656,600	128,400
November.....	3,808,000	3,668,600	139,400
December.....	3,875,000	3,659,600	215,400†
1957—January.....	3,929,000	3,530,800	398,200†
February.....	3,982,000	3,436,000	546,000†
March.....	3,987,000	3,414,600	572,400†
April.....	3,963,000	3,404,200	558,800†
May.....	3,808,000	3,434,400	373,600
June.....	3,828,000	3,577,700	250,300
July.....	3,892,000	3,687,500	204,500
August ‡.....	3,894,000	3,688,200	205,800

\* Claimants having an unemployment register in the live file last working day of preceding month.

† Includes seasonal benefit claimants.

‡ The August estimate is preliminary, subject to revision when the employment index for this date becomes available.

## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Service
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1956—August.....	119.1	115.9	133.0	108.4	116.8	121.3
September.....	119.0	115.5	133.1	108.4	117.1	121.4
October.....	119.8	117.4	133.3	108.5	117.7	121.6
November.....	120.3	117.9	133.4	108.4	118.1	122.8
December.....	120.4	117.5	133.5	108.6	118.6	122.9
1957—January.....	120.3	117.1	133.6	107.6	119.0	123.1
February.....	120.5	117.2	133.8	107.4	119.1	123.8
March.....	120.5	116.4	134.0	108.2	119.5	124.2
April.....	120.9	116.7	134.0	108.5	119.4	126.1
May.....	121.1	116.7	134.2	108.5	119.2	126.3
June.....	121.6	117.7	134.8	108.4	119.1	126.5
July.....	121.9	118.2	135.1	108.4	119.6	126.5
August.....	122.6	120.2	135.3	108.2	119.7	126.9
September.....	123.3	121.9	135.6	108.3	119.8	127.1

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF SEPTEMBER 1957**

(1949 = 100)

Source: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	September 1956	August 1957	September 1957					
(1) St. John's, Nfld.....	107.3	110.5	110.2	109.4	111.0	102.1	108.8	116.1
Halifax.....	117.2	120.6	120.9	115.3	129.9	113.3	125.4	125.4
Saint John.....	119.6	123.3	123.5	119.1	133.4	117.8	121.3	130.5
Montreal.....	118.8	122.2	122.8	123.6	140.5	104.6	116.5	126.0
Ottawa.....	120.0	124.0	124.7	121.5	142.8	111.8	118.7	129.9
Toronto.....	121.7	125.9	126.8	121.6	151.0	112.0	119.8	130.5
Winnipeg.....	117.5	120.7	121.2	119.6	129.0	112.8	117.3	126.1
Saskatoon—Regina.....	116.8	120.2	121.1	122.2	118.9	115.9	122.1	121.1
Edmonton—Calgary.....	116.8	119.8	120.5	119.5	122.3	115.8	119.9	124.4
Vancouver.....	120.5	122.5	123.5	121.3	132.5	111.8	129.2	124.9

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.



## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS, JANUARY-SEPTEMBER 1956, 1957†**

Date	Number of Strikes and Lockouts		Approximate Number of Workers		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Days	Per Cent of Estimated Working Time
1957*						
January.....	24†	24	7,477†	7,477	52,680	0.06
February.....	17	27	5,797	8,080	49,130	0.05
March.....	32	45	6,585	9,912	71,430	0.08
April.....	15	31	6,158	8,022	51,820	0.06
May.....	30	40	14,051	15,393	144,700	0.16
June.....	22	45	7,519	18,520	221,850	0.24
July.....	12	34	2,481	16,298	237,740	0.26
August.....	25	42	7,044	14,532	187,450	0.20
September.....	28	49	11,031	20,650	190,045	0.20
Cumulative Totals.....	205		68,143		1,206,845	0.14
1956						
January.....	14†	14	17,341†	17,341	338,355	0.36
February.....	12	23	3,884	20,150	234,945	0.25
March.....	12	23	2,308	3,172	16,955	0.02
April.....	15	22	2,535	2,877	10,350	0.01
May.....	30	35	16,470	17,911	136,520	0.14
June.....	25	39	9,621	16,866	78,160	0.08
July.....	32	42	8,260	9,244	58,750	0.06
August.....	32	53	9,312	13,404	86,485	0.09
September.....	24	46	9,672	13,779	104,180	0.11
Cumulative Totals.....	196		79,403		1,064,700	0.13

\* Preliminary figures.

† Strikes uncompleted at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some time after its commencement.

**TABLE G-2.—STRIKES AND LOCKOUTS, SEPTEMBER 1957, INVOLVING 100 OR MORE WORKERS**  
(Preliminary, subject to revision)

Employer(s)	Union(s)	Approximate Number of Workers	Date Began	Date Terminated or Lapsed	Approximate Time Loss Man-Days		Major Issue(s)	Major Term(s) of Settlement
					September	To Date		
In Progress Prior to September 1957								
MINING— <i>Coal—</i> *Gaspé Copper Mines, Murdochville, Que.	United Steelworkers of America No. 4881, AFL-CIO/CLC.	450	Mar. 10	.....	11,250	104,085	Recognition of union as bargaining agent.	.....
	International Association of Machinists, No. 438, AFL-CIO/CLC.	119	July 9	.....	2,380	7,020	Wage increases as recommended by majority report of conciliation board.	.....
	<i>Non Ferrous Metal—</i> Aluminum Co. of Canada Ltd., Arvida, Que.	National Syndicate of Aluminum Employees of Arvida, CCCL.	5,999(*)	May 17	Sept. 19	71,985	521,905	Wages, working conditions and a master contract covering new seniority rights and companies activities in Quebec.
<i>Chemicals—</i> *Lever Brothers Ltd., Toronto, Ont.	International Chemical Workers Union, No. 32, AFL-CIO/CLC.	305	May 13	.....	6,100	44,710	Wages, conciliation procedures completed.	.....
	United Association of Journeymen and Apprentices of the Plumbing and Pipe-fitting Industry of United States and Canada, No. 40, AFL-CIO/CLC.	2,100	Aug. 26	.....	42,000	53,350	Wages, conciliation procedures completed.	.....
CONSTRUCTION— *Various Plumbing and Heating Contractors, Toronto, Ont.	Seafarers International Union of North America, AFL-CIO/CLC.	146	June 22	.....	2,920	8,305	Wages and other benefits.	.....
TRANSPORTATION— <i>Water—</i> Canadian National Steamship, Montreal, Que.	Transport and Allied Workers Union of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, No. 855, AFL-CIO/CLC.	175	Aug. 6	.....	4,200	8,945	Delay in signing first agreement, conciliation procedures completed.	.....
TRADE— Concrete Products Ltd., St. John's, Nfld.								

# Commencing in September 1957

Mining— <i>Coal</i> —	830	Sept. 12	Sept. 18	2,490	2,430	Dismissal of worker.	Return of workers and grievance procedure.
Dominion Coal Co. Ltd., No. 26 Colliery, Glace Bay, N.S.			Sept. 18	2,490	2,430	Dismissal of worker.	Return of workers and grievance procedure.
Dominion Coal Co. Ltd., No. 26 Colliery, Glace Bay, N.S.	830	Sept. 19	Sept. 23	1,690	1,660	Suspension of lamp cabin worker for failure to carry out duty.	Return of workers pending grievance procedure.
Dominion Coal Co. Ltd., Nos. 4, 12, 16, 18, 20, 25, 26 and 1B Collieries, Glace Bay, New Waterford Syndicate, and Gardiner Mines, N.S.	5,286	Sept. 25, 26	Sept. 30	51,660	15,660	Sympathy walk-out re suspension of miner for infraction of rules and regulations	Return of workers and grievance procedure.
Manufacturing— <i>Textiles</i> —							
Canada's Apparel Ltd., Moose Jaw, Sask.	104	Sept. 11	Sept. 13	155	155	Wages.	Increased wages.
Various Glove Companies, Montreal, Que.	175	Sept. 16, 17	Sept. 24	1,160	1,160	Refusal to accept report of arbitration.	Increased wages and return of workers.
Various Hosiery Companies, Montreal, Que.	160(1)	Sept. 18	Sept. 19, 23, 26, 30	500	500	In protest against dismissal of an employee.	Work resumed.
Various Companies, St. Tite, Que.	156	Sept. 18	Sept. 25	1,175	1,175	Wages.	Increase, medical insurance benefits and closed shop.
Iron and Steel—							
Clare Bros. Ltd., Preston, Ont.	220	Sept. 6	Sept. 16	1,320	1,320	Work schedule and dismissal of older workers.	New arrangement of hours and provision for older workers.
Brown Boggess Foundry and Machine Co. Ltd., Hamilton, Ont.	128(1)	Sept. 6	Sept. 30	1,945	1,945	Wages.	Accepted findings of conciliation board.
Transportation Equipment—							
Canadian Vickers Ltd., Montreal, Que.	300	Sept. 4	Sept. 13	5,350	5,350	Wages.	.....
Non-Metallic Minerals—							
Imperial Oil Co. Ltd., Ioco, B.C.	237	Sept. 24	.....	1,185	1,185	Wages-conciliation procedures completed.	.....
Construction—							
Various Plastering Contracts Toronto, Ont.	800(1)	Sept. 4	Sept. 9	3,200	3,200	To force signing of a new agreement.	Progressive increase in wages and welfare, improved working conditions, and closed shop.



**TABLE G-2.—STRIKES AND LOCKOUTS, SEPTEMBER 1957, INVOLVING 100 OR MORE WORKERS**

(Preliminary, subject to revision)

Employer(s)	Union(s)	Approximate Number of Workers	Date Began <sup>1</sup>	Date Terminated or Lapsed	Approximate Time Loss Man-Days		Major Issue(s)	Major Term(s) of Settlement
					September	To Date		
Commencing in September 1957—Concluded								
Electrical Construction Association of Hamilton, Hamilton, Ont.	International Brotherhood of Electrical Workers, No. 105, AFL-CIO/CLC.	103	Sept. 12	Sept. 16	150	150	Protest delay in conciliation procedure.	Work resumed.
McNamara Construction Company, Gander, Nfld.	Transport and Allied Workers Union No. 855 of International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, AFL-CIO/CLC.	125	Sept. 17	Sept. 23	625	625	Union recognition and working conditions.	Operations resumed, but limited seasonal operations.
Various Contractors and Sub-Contractors, Toronto, Ont.	United Brotherhood of Carpenters and Joiners of America, No. 2517, AFL-CIO/CLC.	700	Sept. 23	.....	4,200	4,200	Wages and hours.	.....
Various Building Contractors at hospital and seminary, Chicoutimi, Que.	National Catholic Federation of Building and Construction Materials Trades, C.C.C.L.	377	Sept. 27	.....	750	750	Wages.	.....

(1) In this table the date began is that on which time loss first occurred, and the date of conclusion is the last day on which time was lost to an appreciable extent.

(2) 1,809 indirectly affected; (3) 2 indirectly affected; (4) 88 indirectly affected; (5) 500 indirectly affected.

\* These have terminated early in October and will appear in next month's report; Gaspe Copper, Murdochville P.Q., Oct. 5; Lever Bros. Toronto, Ont., Oct. 9; and Various Plumbing & Heating Contractors, Toronto, Oct. 23.

## manpower and labour relations REVIEW

Economics and Research Branch, Department of Labour, Canada

### Current Manpower Situation

TOTAL employment fell by 99,000 to an estimated 5,698,000 in mid-November. The industries mainly responsible for this decrease were agriculture (which declined by 23,000), manufacturing (26,000) and construction (22,000). There was an offsetting increase of 23,000 in trade.

One feature of the November estimates is that non-farm employment, in total, declined significantly more than it has in the same month of the past four years. This was due in large part to a contra-seasonal decline in pulp-cutting activity and a slackening in manufacturing which, however, was partially offset by the continued buoyancy of the construction, trade and service industries.

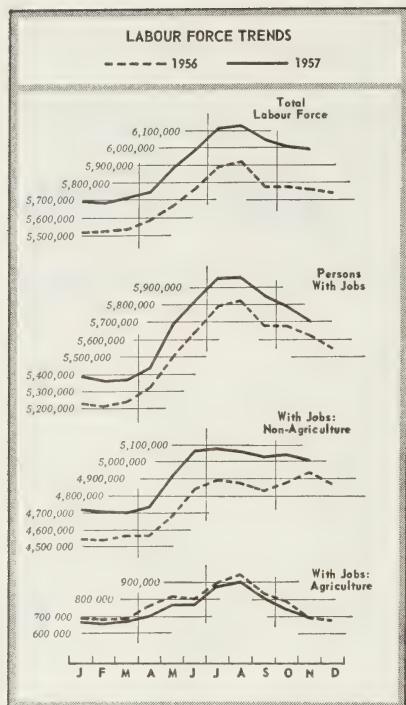
The labour force decreased during the month but much less than employment. The labour force, at 5,990,000, was 3.9 per cent higher than a year earlier. This rate of increase, which is about twice the average of the past five years, is almost entirely attributable to the heavy immigration of the past year.

The number of persons without jobs and seeking work was estimated to be 292,000 in November, considerably higher than the comparable figure in any postwar year. As a ratio of the labour force the current figure is 4.9 per cent, compared with 2.3 per cent in 1956, 2.9 per cent in 1955 and 4.0 per cent in 1954.

Forestry employment in November was almost 40 per cent lower than a year earlier, a drop of 60,000 workers. An increase in housing strengthened the demand for lumber in British Columbia, but the effect of this on lumbering employment was offset by the weather and a strike of pulp and paper workers. In most other parts of the country the amount of pulp cutting was down sharply from last year. In many areas logging camps shut down, with cutting quotas completed as much as a month earlier than usual; the work involved in transporting pulpwood to the mills was not expected to begin until after New Year's. The early release of loggers contributed substantially to the increase in unemployment during the month.

Apart from seasonal influences, employment in most industries has reflected, with some delay, the levelling-off in production that occurred in 1957. It is estimated that the value of total output for the year will be 4 per cent higher than in 1956, but after allowance for the rise in prices, the volume will probably show little change from last year.

<b>A</b>	<b>Monthly</b>	<b>Labour</b>	<b>Gazette</b>	<b>Feature</b>
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Expenditure patterns, however, showed considerable change during the year. Expenditure on consumer durable goods declined by 5 per cent, in real terms, with an offsetting rise in outlays on non-durable goods and services. Investment expenditures were higher than last year in total but outlays on machinery and equipment showed a marked decline in the second and third quarters of this year. Another notable feature is that the rate of inventory accumulation declined steadily throughout the period. The lower rate of investment in inventories was most evident in stocks of durable goods in wholesale and retail trade and this was reflected in reduced shipments from manufacturing firms.

These developments have been reflected in the labour market by a drop in replacement hiring, an increasing prevalence of the short work week and a substantial rise in temporary and indefinite layoffs. In manufacturing, the estimated number of persons with jobs dropped from 1,522,000 in August

to 1,461,000 in November; this decline is about twice as large as the seasonal pattern indicates. Wood products, machinery manufacturing, primary iron and steel, automobile and rubber products were the industries most heavily affected.

Employment in the automobile and parts industries rose almost to normal in November as the production of new models got under way. Output reached 390,000 units in the first 11 months of 1957, about 10 per cent less than the comparable figure in 1956. Production fell off towards the end of the month, however, resulting in the layoff of some 6,000 workers in Windsor and Oakville. There was a corresponding reduction in the scale of operations in automotive supplier plants, which led to the release of an estimated 1,500 workers.

Construction employment, seasonally adjusted, continued to rise. New non-residential work has slowed down since mid-year but residential construction has shown a substantial recovery. The number of housing units started in November was 60 per cent higher than in the same month last year and the total for the year will probably be about 120,000, just 7,000 short of the 1956 total.

## Employment Conditions in the Coastal Regions

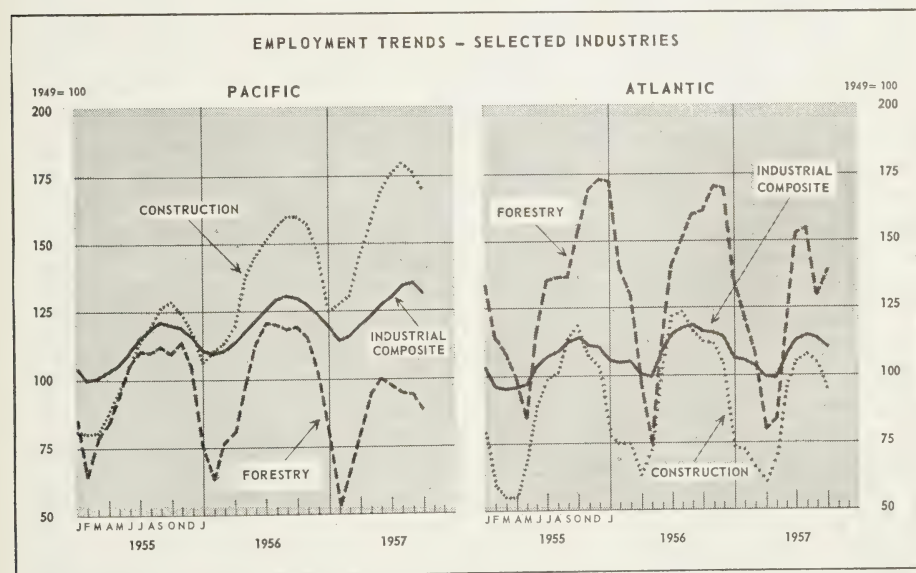
British Columbia and the four Atlantic provinces have experienced a marked rise in unemployment which by early December was relatively heavier than in other parts of the country. The classification of local areas at December 1 clearly reflects the regional differences; in the two coastal regions, 25 per cent of the local areas were classified in the substantial surplus category compared with fewer than 10 per cent in the country as a whole.



The factors contributing to the rise in unemployment in these two widely separated regions are somewhat similar. In both regions the increase in the labour force this year has been greater than the national average and in both regions sharp declines in one or two industries have caused substantial unemployment in specific areas.

In British Columbia, forestry and base metal mining have been the principal sources of weakness while in the Atlantic region the downturn in economic activity until very recently was largely attributable to construction. Employment trends in these industries are shown in the chart below. It will be noted that construction employment in the two regions moved in opposite directions through most of 1957 and that forestry turned down much earlier in B.C. than it did in the East.

A downturn in logging employment was well established in the Pacific region at the beginning of the year, and by mid-summer, when activities usually reach a seasonal peak, employment was 11 per cent lower than a year before. Some strengthening had been expected to occur by early winter but the most recent reports show little evidence of any improvement. However, the lack of buoyancy may be partly the result of a labour dispute in the pulp and paper industry, involving about 6,000 workers. Sawmilling employment showed continued slackness, though demands for lumber products were firmer as a result of the recent pick-up in housing.



The sharp drop in copper, lead and zinc prices has had its greatest effect in British Columbia, where the costs of recovering these ores are relatively high. At the beginning of 1957, base metal mining employment in the province was 6 per cent higher than a year earlier; in September it was 15 per cent lower. Several mines have been forced to close and one of the largest, the Britannia Mining and Smelting Company, Ltd., has been able to continue operating only with the aid of a government subsidy.

Total industrial employment held up well in the Pacific region this year despite the curtailment in forestry and base metals. Construction provided much of the strength for employment expansion as heavy investment expenditures continued for utilities and commercial facilities. While several industries shared in the economic expansion this year, by far the sharpest gains occurred in construction.

In the Atlantic region, the weaknesses that have developed in particular industries this year have been of greater consequence than in B.C. because there has been little expansion in other industries to offset the declines. Total industrial employment has been lower than last year throughout 1957, mainly as a result of the downturn in construction employment, though in recent months weaknesses have developed in the forestry industry.

Construction employment in the Atlantic region fell even more sharply this year than earlier expectations indicated. Residential construction, for example, which was expected to show virtually no change in volume, lagged well behind last year; housing starts for the first nine months showed a 25-per-cent decline over the comparable period last year. Military air bases also provided considerably less work than anticipated, partly because work at Goose Bay had to be curtailed until supplies arrived. The effects of the slowdown in construction were widespread owing to the fact that the industry has been a major source of strength to the economy of the region in recent years. Defence work in Newfoundland and Labrador, at its peak, provided more than 10,000 jobs, compared with fewer than 1,000 this year. Completion of projects such as the \$30,000,000 oil refinery at Imperoyal, N.S., and the hydro electric plant at Breechwood, N.B., contributed largely to the decline.

Forestry employment held up fairly well in the Atlantic region throughout the summer but fell off sharply in recent months, when it usually increases. The combined effects of this contra-seasonal employment decline in forestry and reduced activity in construction has resulted in a considerable amount of unemployment in a large number of areas. Cutting quotas have been sharply reduced from last year in all logging camps. Slackening in demand for pulpwood and lumber was partly responsible for these developments though other factors figured in the decline. Increased use of the chain saw, for example, sharply shortened the cutting season in many areas. A larger-than-usual summer cut of pulpwood last summer was another factor, as it resulted in a further build-up of already high inventories.

# Current Labour Statistics

(Latest available statistics as of December 10, 1957)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Nov. 16	5,990,000	- 0.3	+ 3.9
Total persons with jobs.....	Nov. 16	5,698,000	- 1.7	+ 1.2
At work 35 hours or more.....	Nov. 16	4,393,000*	+27.3	- 12.6
At work less than 35 hours.....	Nov. 16	1,125,000*	-46.2	+139.4
With jobs but not at work.....	Nov. 16	180,000	-30.0	+ 33.3
With jobs but on short time.....	Nov. 16	52,000	+36.8	+ 79.3
With jobs but laid off full week.....	Nov. 16	20,000	+66.7	+ 66.7
Persons without jobs and seeking work.....	Nov. 16	292,000	+40.4	+116.3
Persons with jobs in agriculture.....	Nov. 16	693,000	- 7.1	0.0
Persons with jobs in non-agriculture.....	Nov. 16	5,005,000	- 0.9	+ 1.4
Total paid workers.....	Nov. 16	4,544,000	- 1.4	+ 0.7
Registered for work, NES (b)				
Atlantic.....	Nov. 14	39,800	+32.7	+ 60.5
Quebec.....	Nov. 14	98,700	+33.2	+ 74.7
Ontario.....	Nov. 14	115,900	+ 7.2	+ 73.5
Prairie.....	Nov. 14	46,400	+53.6	+ 75.8
Pacific.....	Nov. 14	51,200	+41.0	+ 84.2
Total, all regions.....	Nov. 14	352,000	+26.3	+ 74.1
Claimants for Unemployment Insurance benefit.....				
Amount of benefit payments.....	Nov. 1 October	268,005 \$16,331,548	+18.3 +18.3	+ 92.3 +102.5
Industrial employment (1949 = 100).....	Oct. 1	126.8	- 0.6	+ 0.7
Manufacturing employment (1949 = 100).....	Oct. 1	118.0	- 0.5	- 0.5
Immigration.....	1st 6 mos.	182,416	—	+160.9 (c)
<i>Strikes and Lockouts</i>				
No. of days lost.....	November	191,125	—	+ 23.9 (c)
No. of workers involved.....	November	12,321	—	- 3.1 (c)
No. of strikes.....	November	48	—	+ 9.8 (c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	Oct. 1	\$68.88	+ 0.6	+ 4.3
Average hourly earnings (mfg.).....	Oct. 1	\$1.61	+ 0.6	+ 4.7
Average hours worked per week (mfg.).....	Oct. 1	40.7	+ 0.2	- 1.9
Average weekly earnings (mfg.).....	Oct. 1	\$65.32	+ 0.9	+ 2.7
Consumer price index (av. 1949 = 100).....	Nov. 1	123.3	- 0.1	+ 2.5
Real weekly earnings (mfg. av. 1949 = 100).....	Oct. 1	126.9	+ 0.7	- 0.3
Total labour income.....\$000,000	September	1,348	+ 1.0	+ 6.3
<i>Industrial Production</i>				
Total (average 1935-39 = 100).....	September	292.3	+ 2.0	- 2.2
Manufacturing.....	September	285.7	+ 1.0	- 3.7
Durables.....	September	321.3	- 0.2	- 9.0
Non-Durables.....	September	263.0	+ 2.0	+ 1.1

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, October *Labour Gazette*.

(b) See inside back cover, October *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

\* Remembrance Day holiday fell in survey week.



# Labour-Management Relations

## The Bargaining Scene

THE opening of bargaining on behalf of non-operating railway employees in Canada was the significant feature in the bargaining scene during the past month. At mid-November, unions representing 127,000 employees on the railways served demands for contract changes. The termination date of their previous two-year contract is December 31, 1957.

The demands of the railway unions include a wage increase amounting to approximately 35 cents an hour, severance pay, an additional statutory holiday, and improvements in the health and welfare and vacation plans. The parties failed to reach an agreement in bargaining and a conciliation board has now been requested.

The bargaining of the railway workers has raised the number of employees affected by negotiations for bargaining units of 1,000 or more workers to more than 190,000. In May 1957, the number of workers affected by negotiations reached a similar peak of 190,000 but the number involved has decreased steadily since then to a low of some 40,000 in October. A number of agreements have been settled in the past few months and aside from the railways the number of workers involved in negotiations has remained relatively low.

At mid-December, apart from the railway negotiations, only one agreement, which involves more than 5,000 workers, is being traced through the bargaining scene. This single group of workers is at present on strike against various pulp and paper firms in British Columbia. The strike began November 14 after the union rejected a conciliation board recommendation for a 7½-per-cent increase in wages for the pulp and paper mill workers.

The railway workers' agreement that terminates at the end of this month is the first of a number of important agreements scheduled to end in the near future. Agreements are terminating during the first three months of 1958 in major sections of the rubber, gold mining, packinghouse and primary steel industries.

In the month ended December 15, five settlements were reported. In Toronto, employees of the Toronto Transit Commission and of the Police Department settled their agreements. The agreement for policemen in the Toronto metropolitan area has been in negotiation since the end of 1956 and a settlement was reached through arbitration for a one-year contract providing a \$200 annual increase in wages. Transit workers in Toronto settled on the basis of a two-year agreement and an 8-cent hourly wage increase, together with improvements in the vacation plan and in sick benefit provisions.

Agreements have terminated between the Shipping Federation of Canada and longshoremen at St. Johns, Halifax and Montreal. Bargaining has already

## THE BARGAINING SCENE DECEMBER 15, 1957

Bargaining Units of 1,000 or More Employees,

November 1, 1957 to January 31, 1958

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<b>In Negotiations and Terminating in Period:</b>	34 agreements, 190,550 workers
Bargaining carried over from October:	18 agreements, 35,000 workers
Terminating in period Nov. 1—Jan. 31:	16 agreements, 155,550 workers

<b>Settlements Achieved, Nov. 15—Dec. 15:</b>	5 agreements, 11,750 workers
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### Major Terms of Settlements (preliminary information)

#### Wages and Duration—

- 4 agreements, covering 7,250 workers, are effective for one year
- 1 agreement, covering 4,500 workers, is effective for 2 years
  - 2, covering 3,450 workers, provide an increase of 8 cents an hour for one year.
  - 1, covering 1,750 workers, provides an increase of 5 cents an hour for one year.
  - 1, covering 4,450 workers, provides an increase of 5 cents an hour and 3 cents cost-of-living bonus over 2 years.

#### Vacations—

- 1 agreement, covering 4,500 workers, provides a four-week annual vacation after 25 years' service.

#### Welfare—

- 1 agreement, covering 4,500 workers, provides for improvements in health and welfare plan.

<b>Negotiations Continuing at December 15:</b>	29 agreements, 178,800 workers
Bargaining in progress:	12 agreements, 20,700 workers
Conciliation in progress:	8 agreements, 136,500 workers
Arbitration in progress:	1 agreement, 1,450 workers
Work stoppage:	1, involving 5,400 workers
<b>Other Agreements Terminating in Period:</b>	7 agreements, 14,750 workers

brought a settlement on behalf of the 2,000 members of the International Longshoremen's Association, Halifax, providing for a wage increase of 8 cents an hour.

The agreement between the United Cement, Lime and Gypsum Workers and the Canada Cement Company Limited at Montreal and various other locations in Eastern Canada was settled after a lengthy period of negotiations and arbitration for a one-year contract and an 8-cent-an-hour wage increase.

## Agreement Provisions

In the period January 1 to December 31, 1957, 95 agreements, each covering 1,000 or more workers, were reported as settled. Details of the terms included in 70 of the resulting contracts are now available and are set out in Table 1.

**TABLE 1.—MAJOR TERMS OF CONTRACTS SETTLED BETWEEN JANUARY 1 AND DECEMBER 15, 1957 \***

	Current Agree- ments	Previous Agree- ments
Term of agreement		
1 year or less.....	24	43
More than 1 year.....	46	27
Union security		
Union shop.....	15	11
Other form.....	26	19
Weekly hours		
40 or less.....	45	39
More than 40.....	16	22
Paid statutory holidays		
Seven or less.....	22	19
Eight or more.....	38	38
Third week vacation		
After less than 15 years' service...	18	7
After 15 years service.....	20	20
After more than 15 years' service...	5	5
Fourth week vacation.....	16	6
Saturday rate		
Time and one-half.....	26	25
More than time and one-half.....	11	8
Sunday rate		
Time and one-half.....	12	12
More than time and one-half.....	32	27
Supplemental unemployment bene- fit plan.....	6	2
Severance pay.....	7	4
Pension plan.....	25	20
Group hospital-medical plan.....	38	24
Cost-of-living escalator.....	5	3

\* Bargaining units of 1,000 or more employees.

The figures in the table clearly indicate that a number of industrial relations practices have become increasingly common over the past few years. For example, agreements of more than one year's duration, which were in the minority a few years ago, now account for nearly two-thirds of the sample analyzed. The figures also show that vacation plans are becoming more liberal. The fourth week of vacation is included in a greater number of contracts and there has been a substantial increase in the proportion providing for a third week of vacation after less than 15 years' service.

It is interesting to note, too, that the figures appear to indicate greater adoption of supplemental unemployment benefit plans and severance pay plans, although these have by no means become common in collective agreements. Finally the figures show that the trend to the work week of 40 hours or less is being confirmed in the collective agreements bargained this year.



# Manpower Situation in Local Areas

## ATLANTIC

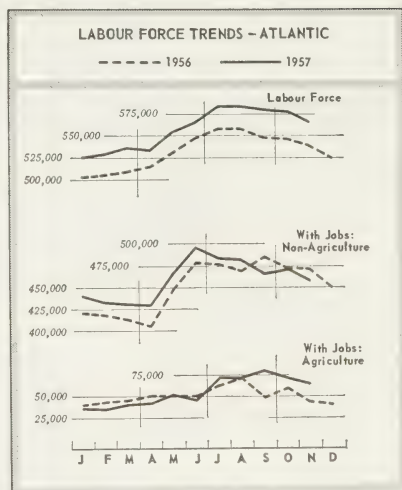
A LARGER employment decline than usual occurred in the Atlantic region during the month. The number of persons with jobs at November 16 was estimated to be 520,000, some 27,000 fewer than last month but 3,000 more than last year. A decline in forestry activities figured largely in the over-all employment reduction during the month; forestry employment in early November was 50 per cent lower than a year before. Employment in sawmilling and pulp and paper manufacturing was also down from last year and transportation by rail, water and truck recorded substantial year-to-year declines in a large number of areas. Agriculture, construction and fish processing plants showed the usual seasonal employment declines during the month. Manufacturing employment was well maintained, although a number of small layoffs, mostly of a seasonal nature, occurred in some lines.

The over-all increase in unemployment was widespread, and resulted in the reclassification of eight of the twenty-one areas in the region, three from balance to the moderate labour surplus category and five from the moderate to the substantial surplus category. At December 1, the areas were classified as follows (last year's figures in brackets): in substantial surplus, 6 (0); in moderate surplus, 13 (14); in balance, 2 (7).

### Local Area Developments

**St. John's** (metropolitan). Reclassified from Group 2 to Group 1. Except for heavy layoffs in construction during the month, the employment situation showed little change from a month earlier; unemployment continued considerably higher than last year. The most notable feature of the local situation was the early employment decline in logging and construction. Job opportunities have been much less plentiful than last year, as the construction industry has lacked much of the vigour of earlier years. Certain types of construction were hampered by a two-month strike at Concrete Products Limited, suppliers of concrete and asphalt; this dispute was settled early in November.

**Sydney** (major industrial). Reclassified from Group 3 to Group 2. Unemployment rose moderately in this area as seasonal layoffs occurred in construction. The over-all employment situation compared favourably with last year. Employment in coal mining was unchanged during the month although production diminished in some collieries owing to work stoppages resulting from mechanical failures and absenteeism. There is a continuing demand for approximately 200 coal miners in this area, but these jobs are difficult to fill



# CLASSIFICATION OF LABOUR MARKET AREAS—DECEMBER 1, 1957

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	ST. JOHN'S ← VANCOUVER-NEW WEST- MINSTER ← Windsor	CALGARY ← EDMONTON ← Hamilton ← MONTREAL ← Quebec-Levis ← WINNIPEG ←	Ottawa-Hull Toronto	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	JOLIETTE ← LAC. ST. JEAN ← MONCTON ← SHAWINIGAN ← FALLS ← Rouyn-Val d'Or	Brantford Corner Brook Cornwall Farnham-Granby FORT WILLIAM- PORT ARTHUR ← GUELPH ← LONDON ← New Glasgow Niagara Peninsula Oshawa Peterborough Saint John SARNIA ← Sherbrooke ← SYDNEY ← TIMMINS- KIRKLAND LAKE ← Trois Rivières VICTORIA ←	Halifax Kingston Kitchener Sudbury	
MAJOR AGRICULTURAL (labour force areas 25,000-75,000; 40 per cent or more in agriculture)		CHARLOTTE- TOWN ← Chatham NORTH BATTLEFORD ← PRINCE ALBERT ← RED DEER ← RIVIÈRE DU LOUP ← Thetford-Megantic- St. Georges YORKTON ←	Barrie Brandon Lethbridge Moose Jaw Regina Saskatoon	
MINOR AREAS (labour force 10,000-25,000)	BATHURST ← CENTRAL VANCOUVER ISLAND ← CAMP- BELLTON ← GASPÉ ← NEW- CASTLE ← OKANAGAN VALLEY ← PRINCE GEORGE ← PRINCE RUPERT ← RIMOUSKI ← St. Stephen VICTORIA- VILLE ←	BEAUHARNOIS ← BRACEBRIDGE ← Bridgewater Chilliwack CRANBROOK ← DAUPHIN ← DAWSON CREEK ← Drummondville Edmundston Fredericton  Galt Grand Falls KAMLOOPS ← LACHUTE- STE. THERESE ← MEDICINE HAT ← Montmagny NORTH BAY ← Owen Sound PEMBROKE ← PORTAGE LA PRAIRIE ← QUEBEC NORTH SHORE ← STE. AGATHE- ST. JEROME ← SAULT STE. MARIE ← SIMCOE ← SOREL ← SUMMERSIDE TRAIL-NELSON ← Truro VALLEYFIELD ← Yarmouth Woodstock, N.B. WOODSTOCK- INGERSOLL ←	Belleville-Trenton Brampton Drumheller Goderich Kentville LINDSAY ← Listowel St. Hyacinthe St. Jean St. Thomas Stratford Swift Current Walkerton Weyburn	

The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

because of a lack of housing in the coal-mining areas. Manufacturing employment changed little during the month and was only slightly lower than last year. The wire and nail mills of Sydney Steel Plant showed some slackening but other departments of the plant were operating near capacity.

**Moncton** (major industrial). Reclassified from Group 2 to Group 1. The rise in unemployment in Moncton was caused mainly by the return of workers from other areas. The CNR shops were reducing crews, a usual occurrence at this time of year. Christmas tree cutting provided short-term employment for a considerable number of workers, but logging and lumbering remained very slack. Logging in this area is carried out almost exclusively by farmers on their own wood lots so that the sharp drop in demand for pulpwood is not reflected by a corresponding drop in paid employment, as in other areas. Nevertheless, the loss of income is likely to have some effects on the level of trade.

**Charlottetown** (major agricultural). Reclassified from Group 3 to Group 2. Unemployment increased as usual following the completion of potato harvesting, the main farm crop in the area. Construction remained fairly active during the month, though at a slightly lower level than last year. The over-all employment situation differed little from a year ago.

**Summerside** (minor). Reclassified from Group 3 to Group 2.

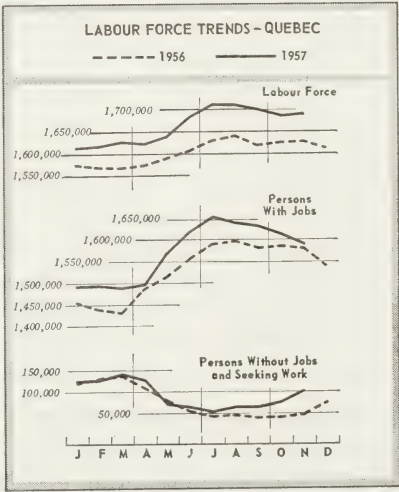
**Bathurst, Campbellton and Newcastle** (minor). Reclassified from Group 2 to Group 1.

QUEBEC

DURING November, slackening activity in the non-farm industries brought about a more-than-seasonal decline in employment in the Quebec region for the second consecutive month. Persons with jobs at November 16 stood at an estimated 1,588,000, some 25,000 lower than last month but still 6,000 more than last year. Registrations at NES offices rose during the month and continued to be a good deal higher than last year.

In many areas, the smaller pulpwood cut scheduled for this year was far advanced; in others, the cut already was over and camps closed. Early layoffs contributed to the doubling of registrations of loggers during the month, compared with a 5-per-cent increase in the same period last year. It is estimated that some 30 per cent fewer men were at work in the woods this year than last.

The seasonal decline in mining employment was aggravated by base metal market conditions, and layoffs again occurred during the month in copper mines. In manufacturing, employment declined more than seasonally





in the manufacture of wood and paper products and clothing; there were also declines in the manufacture of textiles and iron and steel products. Employment continued higher than last year in the manufacture of transportation equipment, food and beverages and in the service industries.

Fourteen of the 24 labour market areas were reclassified during the month, all to labour surplus categories. At December 1, the areas were classified as follows (last years figures in brackets): in balance, 2 (12); in moderate surplus, 15 (12); in substantial surplus, 7 (0).

### Local Area Developments

**Montreal** (metropolitan). Reclassified from Group 3 to Group 2. Registrations at the NES office rose by more than 30 per cent, a more-than-seasonal increase for the third consecutive month. Sharper rises than usual occurred in registrations from persons engaged in clerical and service occupations, and from clothing, primary textile and metal workers. Activity slackened in machine shops and in iron and steel products plants. However, residential construction, and the manufacture of transportation equipment, electrical apparatus and foods and beverages showed strength during the month.

**Quebec-Levis** (metropolitan). Remained in Group 2. The wood cut was completed earlier than last year in this area, affecting employment in logging and in transportation occupations. Sawmill activities were curtailed and the seasonal decline in employment in pulp and paper plants was sharper than last year. In clothing and textiles, employment decreased more than seasonally during the month. In the Levis shipyards activity was brisk and employment higher than a year ago.

**Major industrial areas** reclassified from Group 2 to Group 1: *Lac St. Jean*—Registrations at the NES office rose by more than 30 per cent. With the pulpwood cut nearly completed, unemployment rose among loggers and truck drivers. Layoffs occurred at pulp and paper plants. The seasonal slowdown in copper mining in the Chibougamou area was aggravated by further declines in the price of copper. *Joliette*—A number of logging camps were already closed by the end of the month, resulting in a substantial rise in registrations from loggers. A non-seasonal decline in primary textile production was registered during the month. Short time prevailed in the clothing factories in the area. *Shawinigan Falls*—The pulpwood cut was some 50 per cent smaller than last year and was completed by the end of the month. Production was substantially lower than last year in primary textile plants; a number of plants were on short time.

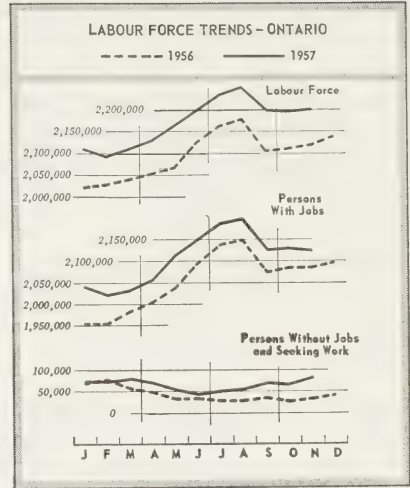
**Rivière du Loup** (major agricultural). Reclassified from Group 3 to Group 2. Registrations at the NES office increased during the month; contributing factors were the shutdown of a clothing factory and layoffs at a local pulpwood plant.

**Minor areas** reclassified from Group 3 to Group 2: *Beauharnois, Lachute-St. Thérèse, Quebec North Shore, Ste. Agathe-St. Jérôme, Sorel and Valleyfield.*

**Minor areas** reclassified from Group 2 to Group 1: *Gaspé, Rimouski, Victoria-ville.*

## ONTARIO

EMPLOYMENT in Ontario declined slightly during November. The number of persons with jobs at November 16 was estimated at 2,124,000, some 4,000 fewer than in the previous month but about 38,000 more than a year ago. Ontario accounted for more than half of the total year-to-year employment increase in the country as a whole. Nevertheless, the margin of employment gain over the previous year in this region was considerably smaller in November than it has been for two years. This levelling-off, which has been evident since the beginning of the year, is largely the result of declining production in a wide range of industries, including forestry and the manufacture of transportation equipment, primary iron and steel, machinery and wood products.



The number of persons without jobs and seeking work rose to 80,000, about 44,000 higher than a year earlier. The growth of the labour force contributed in large measure to the increase in unemployment. Registrations of construction workers at the NES offices were double last year's number, although construction employment was still higher than a year ago. Activity in pulp-cutting areas was unusually slack owing to a continuing low demand for forestry products. The resulting reduction in forestry employment, during the autumn months, contributed to increased unemployment in some areas, particularly in Northern Ontario. In the manufacturing industries, the slowdown in industrial expansion was reflected in reduced output of steel and steel products and resulted in considerable layoffs and short work-weeks in a number of industries. For example, Algoma Steel Corporation at Sault St. Marie has laid off approximately 1,000 men since August, only in part for seasonal reasons, and further layoffs are expected in December. The drop in steel production was due mainly to a decline in orders for heavy industrial machinery and equipment. The automobile industry, which had made a promising, if somewhat late, start on the production of 1958 models, curtailed production during the second half of November. A number of automobile workers were laid off and further layoffs were scheduled for December. One major steel consumer, the farm implement industry, did not follow the general trend in the steel industry but continued at a high level of production and employment. Most other major industries showed the usual seasonal pattern. Activity in the textile industry was seasonally low. The meat packing industry operated at capacity; radio and television production remained steady; retail trade showed considerable pre-Christmas activity.

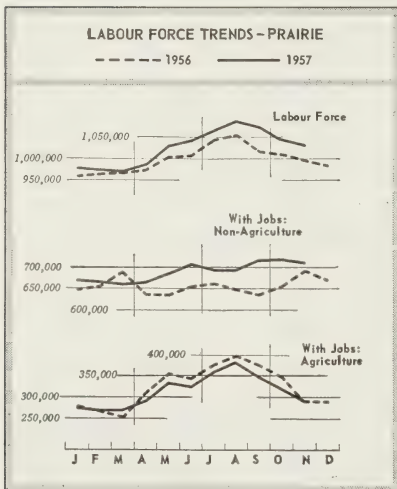
Eleven of the 34 areas in the region were reclassified during the month, all but one from balance to the moderate surplus category. At December 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 1 (0); in moderate surplus, 19 (7); in balance, 14 (27).

## Local Area Developments

**Metropolitan Areas** (Classifications remained unchanged). *Hamilton* (Group 2)—Employment declined because of cutbacks in steel, heavy machinery, textiles and motor vehicles. Construction was relatively active. *Ottawa-Hull* (Group 3)—Employment in Ottawa declined slightly, mainly in construction. In Hull, the drop in employment was primarily the result of reduced forestry employment and layoffs from a pulp and paper plant. *Toronto* (Group 3)—Employment continued to decline, mostly for seasonal reasons. There were no large-scale layoffs but a number of smaller decreases affected over-all employment. Declines occurred particularly in foundries, sheet metal, and tool and die producing plants. *Windsor* (Group 1)—The employment situation suffered new setbacks because of layoffs in the automobile industry. Reduced construction activity added to the number of unemployed.

**Major Industrial Areas** (reclassified from Group 3 to Group 2). *Guelph*—Production of heavy machinery and equipment was reduced. *London*—Decline in output in steel, heating and cooking apparatus and automobile parts resulted in reclassification. The radio and television industry operated at near capacity. *Sarnia*—Temporary layoffs from an automotive parts plant and a local foundry brought the area into the moderate surplus group. The chemical and rubber industries continued at a high level of production. *Timmins-Kirkland Lake*—Delayed starts of logging operations and a considerable layoff from a local wood factory affected employment. Production and employment in gold mining remained steady.

## PRAIRIE



SEASONAL reductions in employment continued in the Prairie region during November. Persons with jobs were estimated at 999,000 at November 16, some 34,000 fewer than a month earlier but 17,000 more than a year ago.

The decline in agricultural employment was smaller than a year ago, but whereas employment in non-agricultural industries increased in November 1956, it declined slightly this year. The construction, transportation and service industries figured most prominently in the downturn. Manufacturing showed continued buoyancy, although employment in some iron and steel plants was lower than a year ago. In the wholesale and retail trade, employment

remained higher than last year but hiring for the Christmas trade was slower than usual. In almost all areas the demand for sales and clerical help was much smaller than last year although some vacancies existed for highly qualified personnel.



Employment in forestry declined more sharply than usual, particularly at the Lakehead. An unusually large summer cut together with marketing difficulties for forestry products have been responsible for the slowdown in woods operations in recent months. At the beginning of November, logging employment was about 40 per cent lower than a year ago.

While unemployment was greater than last year throughout the region, rural areas showed the largest increases. Twelve of the 20 areas in the region were reclassified during the month from the balanced to the moderate surplus category; the remaining eight were in balance. Last year at this time, all 20 areas were in balance.

### Local Area Developments

**Calgary** (metropolitan). Reclassified from Group 3 to Group 2. Further employment reductions occurred in this area during the month as winter weather hampered outdoor activities. Manufacturing employment changed little during the month and remained considerably higher than a year earlier. Unemployment was considerably higher than a year ago. Wholesale and retail trade remained at a steady level somewhat above that of last year. There was a continued demand for workers with special qualifications, such as hospital nurses, laboratory technicians and other professional personnel.

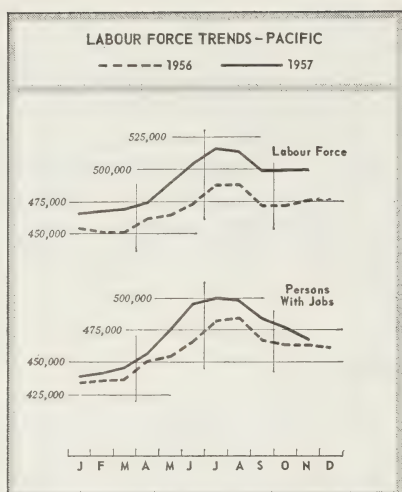
**Edmonton** (metropolitan). Reclassified from Group 3 to Group 2. Employment levelled off in November at about last year's level and labour surpluses reached moderate proportions. Construction activity was well below last year's but layoffs during the month were smaller than usual. Oil drilling operations were curtailed during the month, resulting in further layoffs; at the end of November about 50 per cent of Alberta's drilling rigs were reported to be idle.

**Winnipeg** (metropolitan). Reclassified from Group 3 to Group 2. Unemployment increased as a result of seasonal slackening in outdoor activities and some parts of manufacturing. Wholesale trade was slow in the early part of the month but a marked improvement occurred towards the end of November. Total employment in the area differed little from last year with moderate gains in transportation equipment manufacturing and printing and publishing.

**Fort William-Port Arthur** (major industrial). Reclassified from Group 3 to Group 2. Employment continued to decline in November. Logging decreased more than seasonally but employment in most other industries was about normal for this time of the year. Most manufacturing firms showed continued strength with employment considerably higher than a year ago. During the month there was some increase in job opportunities for females as hiring got underway for the Christmas trade.

### PACIFIC

EMPLOYMENT in the Pacific region was estimated at 467,000 at November 16, a decline of 9,000 from October but an increase of 4,000 from a year before. Employment was higher than a year ago in construction, transportation and communications, public utilities, finance, trade and services, and in the shipbuilding and non-ferrous metals sectors of manufacturing. Total manu-



facturing employment, however, showed a year-to-year decline, mainly because of a substantial decrease in activity in the wood products and iron and steel industries and a strike of nearly 5,600 workers in the pulp and paper industry in mid-November. Logging, mining and agricultural employment were also considerably lower than in November 1956. Unemployment was significantly higher than last year and relatively higher than the Canada average. This increase resulted from an unusually large expansion of the labour force, some slackening in industrial expansion, and adverse markets for lumber and base metals.

During November, the strike in the pulp and paper industry, which remained unsettled at the end of the month, had an adverse effect on industries that supply goods and services to that industry. On the other hand, the increase in residential construction in Canada has tended to strengthen the British Columbia lumber industry. Latest statistics also show some improvement in lumber exports. In the transportation industry, ocean shipping activity was very brisk at lower mainland ports and peak waterfront employment levels were maintained. Wholesale and retail trade remained steady in November.

Registrations at NES offices, especially of loggers, sawmill workers, construction workers and taxi and truck drivers, increased substantially in most parts of the region during November. Nine labour market areas were reclassified during the month, four (including Vancouver-New Westminster) from moderate to substantial labour surplus, one from balance to substantial labour surplus, and four from balance to moderate labour surplus. At December 1, classification of the ten labour market areas in the region was as follows (last year's figures in brackets): in substantial labour surplus, 5 (0); in moderate labour surplus, 5 (7); in balance, 0 (3).

### Local Area Developments

**Vancouver-New Westminster** (metropolitan). Reclassified from Group 2 to Group 1. Both employment and unemployment remained higher than in 1956. Employment in construction continued at a high level, with apartment construction providing a sizeable proportion of the jobs. The transportation industry was adversely affected by the strike in the pulp and paper industry but heavy ocean shipments of grain and lumber resulted in a strong demand for longshoremen. Manufacturing employment showed a small year-to-year decline, mainly because of unfavourable lumber markets but also because of the pulp and paper strike.

**Victoria** (major industrial). Reclassified from Group 3 to Group 2. Employment declined seasonally but was about the same as a year ago. Good progress was made on construction projects under way during the month but very little new work was begun and some layoffs occurred. Manufacturing employment was approximately the same as last year, with the transportation equipment sector higher and the wood products sector sharply lower.

# NOTES OF CURRENT INTEREST

## **Find Automation Changes Structure of Work Force**

Automation is contributing to changes in the structure of the United States labour force, the National Industrial Conference Board found in a survey of 130 companies.

The Board reported last month that its study revealed that:

—The proportion of workers engaged in direct production has declined during the past three years.

—The proportion of workers in the factory indirect labour force (maintenance, production control, industrial security personnel) has also declined, relative to total employment, since 1954.

—These shifts have been accompanied by proportionate increases in non-factory employment such as head office, clerical and sales personnel.

The addition of new and improved equipment in the production departments is the most important single factor cited by the companies covered in the survey as having contributed to the shift from direct labour to jobs not directly involved with actual production.

## **Contract Protects Staff Displaced by Automation**

An agreement between the Retail, Wholesale and Department Store Union and the American Tobacco Company covering employees in the Company's cigar plant at Charleston, S.C., contains several clauses relating to workers who will be transferred or displaced by automation.

It is estimated that 400 of the plant's 1,350 workers will have to shift jobs and another 150 to 200 will be displaced.

The new agreement gives workers 90 days to qualify for new jobs, provides that grievances arising under the automation program may be carried through the existing grievance procedure and that the right of arbitration will apply.

Workers displaced as a result of automation will have a choice of severance pay of from one to seven weeks or of top job preference in rehiring for two years.

## **Issue Revised Monograph On Social Workers**

A revised edition of the occupational monograph *Social Worker* was released last month. This is the seventh revision to be prepared this year by the Department's Economics and Research Branch.

Other revisions released this year were *Carpenter, Painter, Plumber, Pipe Fitter and Steam Fitter, Printing Trades, Motor Vehicle Mechanic, and Foundry Workers*. Revision of other monographs is continuing.

All 41 titles in the series are available from the Queen's Printer, Ottawa, who will supply a price list upon request.

## **Credit Union Membership, Assets Increased in 1956**

At the end of 1956, almost every eighth Canadian was a member of a credit union. The unions had a combined membership of 1,899,477, served by 4,191 chartered units located in towns and cities coast to coast.

Total assets of the credit unions were \$768,000,000, slightly more than \$400 per member.

During 1956 membership increased by 168,000, and the total assets of the credit unions rose by \$115,000.

Statistics on the various units are recorded in the pamphlet, *Credit Unions In Canada, 1956*, issued by Marketing Service, Economics Division, Canada Department of Agriculture.

## **CLC Preparing Policy on White-Collar Jurisdiction**

A policy statement on jurisdiction in the white-collar field is being prepared by the Canadian Labour Congress, it was announced following discussion of jurisdictional matters at a special conference in Ottawa under the chairmanship of CLC Director of Organization Joe MacKenzie.

The conference also discussed methods of co-operation between unions in the white-collar field and with the Congress on organization drives.



## **Dept. Convenes Committee on Technological Change**

The first meeting of the Advisory Committee on Technological Change, set up to provide the Department of Labour with technical advice regarding its research work on technological changes occurring in industry and their effects on manpower, was held in Ottawa on November 25.

The Advisory Committee's function will be to help the Department identify the problems which require attention today in the broad area of technological change in industry and its impact on manpower requirements, to suggest the types of studies most needed in this area, and to propose the priority that should be given to them.

The members of the Committee have been invited to serve in their individual capacities rather than as official representatives of their organizations. They have been selected primarily on the basis of their technical and practical knowledge of technological changes and their effect on manpower.

### **Work Already Undertaken**

At last month's meeting, the Chairman reviewed briefly the work already undertaken by the Department of Labour, in co-operation with other groups, in its studies on technological change. This, he states, forms an important part of a broader research program on skilled manpower needs and training requirements.

The Department had recognized the need for such a program, particularly in view of the rapid changes occurring in Canadian industry, and this need was further emphasized at meetings of the National Vocational Training Advisory Council and the National Apprenticeship Training Advisory Committee in 1956, which recommended that studies of this kind be undertaken.

During the summer of 1956, studies were made of the effects of technological change on manpower needs and training requirements in the electrical and electronics industry and the heavy machinery industry. A survey of approximately 800 qualified tradesmen in five occupations, namely, tool and die maker, sheet metal worker, senior draughtsman, electronic technician and floor moulder was also undertaken in 1956, in order to determine the ways in which tradesmen acquire their skills.

In the summer of 1957, a similar survey was carried out for professional engineers to obtain information on the education, training, background and sources of engineers in industry, their utilization and the

relationship between work usually done by professional engineers and that which might be performed by technicians.

Members of the Department reported on the preliminary findings of the work in these fields. A progress report on the Research Program on the Training of Skilled Manpower (L.G., Aug., p. 940) and a report on Technological Changes and Skilled Manpower in the Electrical and Electronics Industry and Heavy Machinery Industry (L.G., Nov., p. 1281) have already been issued. Reports on the other studies are in the course of preparation.

The Committee considered some of the problems which the Department has encountered so far in its research work on technological changes and some of the directions in which further research work might be undertaken. Some consideration was given to other industrial areas in which technological changes are occurring and to the value of extending the research work to cover these.

### **Committee Members**

The members of the Advisory Committee are: Dr. George V. Haythorne, Assistant Deputy Minister of Labour, Chairman; D. R. Brown, Manager, Employee and Community Relations Department, Canadian General Electric Co. Ltd., Peterborough; Lloyd Hemsworth, Personnel Manager, Canadian Industries Ltd., Montreal; R. B. Reddoch, Director of Industrial Relations, General Motors of Canada Ltd., Oshawa; Gordon G. Cushing, Executive Vice President, Canadian Labour Congress; George Burt, CLC Vice President and Canadian Director of the United Automobile Workers, Windsor; George P. Schollie, CLC Vice President, and Vice President in Canada of the International Association of Machinists, Montreal; Prof. William Bruce, Chairman, Department of Mechanical Engineering, McGill University; Dr. B. G. Ballard, Vice President (Scientific), National Research Council; William Thomson, Director of the National Employment Service; and A. W. Crawford, Director, Training Branch and W. R. Dymond, Director, Economics and Research Branch, Department of Labour. The Secretariat of the Committee consists of J. P. Francis and Philip Cohen of the Department of Labour. Two members of the Committee were unable to attend the first meeting: Mr. Schollie and Mr. Thomson. Dr. Eugene Forsey, CLC Research Director, attended on behalf of Mr. Schollie.

## **Dept. Issues Bulletin on Professional Manpower**

From 1931 to 1956, the Canadian labour force increased by 39 per cent while the number of engineers increased by 157 per cent and the number of all professional workers increased by 78 per cent, according to a bulletin, "*Trends in Professional Manpower Supplies and Requirements*, published last month by the Department of Labour. The bulletin, prepared by the Department's Economics and Research Branch, is the first of a series based on extensive studies on professional manpower in Canada.

According to the booklet, the rate of growth of professional workers between 1931 and 1941 was only slightly higher than that of the labour force, whereas for engineers the rate was double that of the labour force. After 1941, however, the number of professional workers as well as of engineers increased much more rapidly. By 1956, of every 1,000 men and women in the labour force, it is estimated that 62 were professional workers and of these, seven were engineers. Of every 1,000 workers in 1931, only 48 were professional workers, of which four were engineers.

The bulletin also describes the employment of engineers and scientists, the supply and requirements, the difficulties of recruitment and the effects of shortages in the various professions. According to the study, shortages of professional workers in 1956 resulted in curtailment of production and of development and research activities for many employers in Canada.

The bulletin points out that the largest proportion of engineers in Canada (24 per cent) are in administrative work, which includes executive, supervisory and management, personnel and accounting jobs. Another 17 per cent are in designing and 15 per cent are doing research work. Only 3 per cent are teaching. Nearly half the scientists, however, are in research jobs and 21 per cent are teaching. Only 8 per cent are in administrative work.

The bulletin is obtainable in either English or French from the Queen's Printer, Ottawa, at 25 cents per copy.

A resumé of employment opportunities for engineers in Canada has been published by the Engineering Institute of Canada in a 194-page book, *Engineering Careers in Canada*.

The resume was published to let young Canadian engineers and engineering students see what type of employment is available for them in their own country.

Brief comments on training schemes and salary scales and benefits are included in the book.

## **Supply of, Demand for Graduates Changes Little**

Little change in the general supply of, and demand for, university graduates compared with last year is shown in the 1957 *Bulletin on the Supply and Demand Situation in Regard to University Graduates*, recently issued by the National Employment Service. However, although the long-term outlook remains much the same, there has been a change in both the current employment situation and the short-term prospects in some categories.

"In dealing with the supply and demand situation by individual professions and university courses... it will be noticed that in some cases there is a considerable shortage, others are more or less in balance, but there is none in over-supply," the bulletin points out.

Employment prospects for the following types of graduates are covered in the report: those in agriculture, architecture, commerce and business administration, engineering, forestry, geology, journalism, home economics, library science, physical education, pure science, secretarial science, and social work. Also covered are the medical and dental professions, pharmacy, nursing, occupational and physical therapy, veterinary science, teaching, and law.

Of arts students, the bulletin says, "Graduates in arts continue in good demand, which may be attributed... to the fact that they have a well-rounded general education. The attitude is that, given a good arts grad, the employer can teach him any technical knowledge he needs."

Referring to reports of a slackening in the demand for engineers, the report says, "This falling off in demand is relative to a very serious shortage during the past few years, when a heavy program of industrial building and intensive development of our natural resources was taking place. However, development is continuing, although at a lessened rate, and there is still a good demand for graduates in practically all branches of engineering."

The annual output of engineering graduates from our universities is still below the 3,000 which is considered by some authorities as the annual need in Canada, but that figure is expected to be reached by 1960, according to the bulletin.

## **Hawaii Extends Jobless Insurance to Agriculture**

The Territory of Hawaii has extended unemployment insurance coverage to agriculture.

Known as the "Hawaii Agricultural Unemployment Compensation Law", the legislation is said to be a "first" of its kind in the United States. It is the outcome of a study of the possibilities of extending such coverage that was carried out in 1956 by the Territorial Department of Labor and the University of Hawaii.

Agriculture in Hawaii is of a compact and homogeneous type, being concentrated largely in the production of sugar and pineapple. These industries are stated to be among the most modern, efficient, and highly mechanized agricultural operations in the world; and wages paid in the industry are said to be higher than in most parts of the continental United States.

Mechanization and technological developments have led to a reduction in the number of persons employed in the industry from about 58,000 in 1940 to 33,000 in 1955, with no loss in the volume of production; and with the decline in agricultural employment both Management and Labour have sought ways and means to soften the impact of layoffs. In addition to contracts between unions and employers dealing with this question, legislation has been introduced on several occasions to extend unemployment insurance benefit to farm workers. During the 1955 session the Legislature could not agree upon a law satisfactory to all concerned, and as a result the Senate directed that the study referred to above should be made.

The program established by the new law is separate from the regular Hawaii unemployment insurance plan, and has its own unemployment insurance fund maintained by the treasury of the Territory. It is financed by contributions from the agricultural employers concerned. The schedule of benefits provided under the plan is the same as was provided under a contract negotiated between the pineapple and sugar companies and the International Longshoremen's and Warehousemen's Union early in 1956 while the study was being planned. This agreement is now superseded by the new law.

The program, however, differs from the previous contract in that it provides benefits to certain temporary and seasonal or regular workers who suffer temporary unemployment, who were not covered by the contract. Seasonal workers on pineapple plantations, where the work is highly seasonal—on sugar plantations there is little such fluctuation—and on diversified

farms, are excluded from the operation of the law.

Employers covered by the new law are those who employ 20 or more persons in agricultural employment on each of 24 days in four successive calendar quarters and are also subject to the regular unemployment insurance law.

Employees entitled to benefits must work for the same employer in agricultural employment some portion of a day in each 30 weeks during the 12 calendar months preceding their claim date.

Benefits are the same in amount and duration as in industrial employment, and are payable after July 1, 1958; but employer contributions will be assessed on wages paid after July 1, 1957.

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## **Jobless Prefer Work to Insurance, Survey Shows**

Thousands of unemployed workers are more interested in finding work than in rushing in claims for unemployment insurance, according to a survey recently conducted by the New York State Department of Labor. Similar studies made in New Hampshire, Oklahoma, New Mexico, South Carolina and Arizona are reported to have led to the same conclusion.

In the New York study an analysis of the records of 993,000 applicants for state unemployment benefits showed that 6 per cent had waited 14 weeks or longer before seeking benefits, 20 per cent waited at least four weeks, and 40 per cent were out of work a week or more before they put in their first claim. The average delay in filing was slightly more than three weeks.

Reasons for delay in filing were not examined in this analysis. However, it was reported that an earlier survey had shown that 31 per cent put off filing because they expected to be able to get other jobs quickly. Others knew that for various reasons they were not eligible for benefits.

The survey showed that manual and production workers filed earliest. White-collar workers were next in line, while service workers were most inclined to wait before filing applications.

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## **Make New Summary of Jobless Benefits in U.S.**

Those who qualify for unemployment insurance benefits now receive at least \$30 a week in 39 of the United States, plus Alaska, Hawaii and the District of Columbia, according to a tabulation as of October 1 made by the U.S. Bureau of Employment Security.



The tabulation also showed that:  
—maximum benefit duration is 26 weeks or more in 31 jurisdictions;  
—higher benefits go to workers with dependents in nine states and Alaska;  
—counting dependents' allowances, 11 states and Alaska permit benefits of \$40 or more a week; and  
—including dependency allowances, Massachusetts continues to pay the highest benefit: \$35 basic plus \$4 for each dependent.

### **CMA Delegation Presents Brief to Government**

A delegation from the Canadian Manufacturers' Association, headed by Harold V. Lush, CMA President, on November 13 presented a length brief to the Government on a variety of economic subjects. These included government expenditures, taxation, combines legislation, immigration, foreign investment and non-resident control of Canadian industry, but the complex problems posed by Canada's vulnerability to world trade winds was the chief talking point on the agenda.

Had Canada not stripped herself of so much of her defensive armour following the establishment of GATT, Mr. Lush suggested, this country's position today would be stronger than it is.

Last year, Canada imported more fully manufactured goods than any other country in the world, not just on a per capita basis, but in actual volume. Conversely, the great bulk of Canada's exports was goods that required only a few manufacturing steps and which did not contain a high labour content.

"This situation poses the question whether Canada has gone too far in tariff reduction," said Mr. Lush. "Can this country develop an increasingly stronger and independent economy of its own without adequate tariffs for Canadian manufacturing industries? Does an economy which produces foodstuffs, raw materials and semi-processed materials for others and, consequently, whose prosperity is largely decided by policy decisions elsewhere, especially in the United States, satisfy the national aspirations of Canadians?"

"The importation into Canada at this time of vast quantities and a wide variety of manufactured goods from other countries which are directly competitive with goods manufactured in Canada poses a problem which must be solved if Canada is to continue its industrial progress and development.... This policy of encouraging imports of manufactured goods has caused serious disturbances to many of our secondary industries which are primarily dependent upon the domestic market for their continued existence and prosperity."

Remarking on the Government's own comments on the necessity for reduced taxation and economy in federal spending, the delegation repeated the Association's belief that the citizens and corporations of Canada are the best spenders of their own money and that, if Ottawa can reduce taxes, the extra money left in the hands of individuals and corporations will help the needed Canadian investment in primary and secondary industries.

Mr. Lush suggested exhaustive investigation of various government departments and urged that it be undertaken by either a Royal Commission or an independent agency.

As it did to the previous government, Association spokesmen, while welcoming foreign capital, again expressed concern over the mounting control of manufacturing industry by outside capital. Its brief urged, among other things, participation of Canadian equity capital in the Canadian entity, more native representation on the directorate, and the processing of the product in Canada to the fullest practical extent.

The Association brief recognized that some form of anti-combines legislation was necessary, but said that the present law was being interpreted by the courts in a way that was never intended. The result was that a number of leading industries have been attacked in reports of the Restrictive Trade Practices Commission or charged in court and sometimes convicted, without adequate consideration of the effect on the economy of the practice under investigation. The present interpretation of the existing law will discourage many kinds of voluntary collaboration within industry and commerce which experience has shown to benefit the whole economy. Some way should be found to keep open the door to this collaboration, at the same time providing safeguards against practices that are detrimental to the public.

Underscoring the contribution to national development made by the hundreds of thousands of immigrants who have entered Canada in the last dozen years, the brief said:

"With an additional ten or even five million people, it is obvious that there would be a most welcome decrease in the national overhead per capita and our factories would reap the advantage of mass production and specialization which have been such a great factor in raising the U.S. standard of living. However, with a larger domestic market not only Canadian manufacturers but also farmers and other producers would be less dependent on foreign markets...."

## **Chamber of Commerce Delegation Meets Govt.**

The Canadian Chamber of Commerce last month asked the federal Government to make a complete review of the Customs Tariff Act and the Customs Act "in order to have this legislation meet the demand of Canada's dynamic economy".

Prime Minister Diefenbaker and the Cabinet were told on November 18 by a delegation headed by President Ralph Pybus, Vancouver, that certain segments of the Canadian economy are seriously affected by competition from foreign sources. Some of these problems could be alleviated, it was stated, by exercising closer control over the tariff classifications of imports, by strengthening the regulations to prevent imports at dump prices, and by investigating promptly imports suspected of evading dumping duty.

Other policies stressed by the Chamber delegation had to do with employer-employee relations, taxation and government expenditure, Canada's relations with the United States and the United Kingdom. All told, more than 40 policy declarations and resolutions were laid before the Government by the delegation.

On employer-employee relations the Chamber said, in part: "The Chamber supports the principle of collective bargaining between the representatives of employers and employees. Labour unions and other employees' organizations have responsibilities to the public, to employers and to their own members, just as management has responsibilities to the public, to its employees and to shareholders. The Chamber believes that both parties should be equally responsible under the law.

"The Chamber is opposed to any legislation or provision in collective agreements that would have the effect of enabling either employers or labour unions to exercise a coercive monopoly over either group or the public...."

New policies on automation and employment of the older worker also were brought to the attention of the Government. Failure to harness automation's advantages to improve productivity, the Chamber said, would prove fatal to the competitive position of many Canadian industries, with corresponding damage to "our hopes of an improving standard of living". By introducing automation gradually, there would be opportunities for any required retraining or redeployment of the work force.

As for employment of the older worker, the government was told that the Canadian Chamber would urge Canadian employers to recognize the skill and experience of

older workers and give consideration to the suitable employment of this group to the fullest extent practicable.

Dealing with taxation and government spending, the Chamber warned that the current level of government expenditures requires both personnel and corporate income tax rates that are too high for a developing country. The activities of Government should be subject to frequent critical review "with the aim of reducing the burden of taxation by curtailing or eliminating functions which can reasonably be dispensed with". Both ordinary peacetime expenditures and defence spending should be watched carefully.

In the labour field, the Chamber asked that the Government:

—Continue legislation that prohibits all strikes during the term of a collective agreement.

—Pass legislation that will prohibit all strikes until: (1) the conciliation procedures have been completed; (2) the parties have had an opportunity to request a secret ballot properly supervised by an independent party; (3) in such a case, the strike has been authorized by a majority of employees affected; i.e., those employees in the bargaining unit.

—Make provision when a strike has been in effect for some specified time and new *bona fide* proposals for settlement have been made, for either party to request a secret ballot properly supervised by an independent party on the acceptability of the settlement proposals.

—Place on a self-supporting basis the rates for new Government Annuities and establish a separate accounting therefor.

The Chamber's submission also asked that the Government:

—Amend the National Film Act and that federal government departments and Crown companies be directed to utilize private industry for their film production needs.

—Extend the facilities of the Industrial Development Bank to embrace the tourist industry and thus promote "an orderly expansion of the tourist industry throughout Canada".

—Extend to 8 p.m. the hours of polling in federal elections and provide for the greatly extended use of advance polls in federal elections.

—Adopt a policy that will ensure (a) that the functions of all existing Crown corporations be reviewed by an independent agency established by Parliament for the purpose of determining the need for the continuance of each Crown corporation (b) that the existence of government enterprise in some particular field should not

bar the entry of private enterprise if and when there are people willing to undertake it and in fields where there are no technical reasons for limiting the number of entries.

—Restudy the whole subject of Combines Control Legislation and the administration of the Restrictive Trade Practices Commission “to ensure that our combines control machinery is best designed to promote the public interest”.

—Ensure a greater and more continuous flow of desirable immigrants; and ensure a continuous program of publicity in order that a true picture of Canada and Canadian opportunities is kept at all times before the source countries.

—Continue economic support of underdeveloped countries through the Colombo Plan.

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### ***UIC's Ontario Director, Bart Sullivan Retires***

Bart G. Sullivan, Ontario Regional Director of the Unemployment Insurance Commission since 1941, retired at the end of October. He was succeeded by J. W. Temple, Director of Staff Relations at UIC headquarters.

Prior to joining the Commission, Mr. Sullivan was publicity director for the Ontario provincial government. He was a past president of the International Association of Personnel in Employment Security.

Mr. Temple joined the UIC in 1942 as Manager of the Toronto local office and two years later was appointed assistant regional director for Ontario. In 1952 he went to Winnipeg as the Prairie regional director. Two years later he went to Ottawa as Director of the Employment Branch and last year was named director of the Staff Relations Branch.

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### ***Recipients of Allowances Under 3 Acts Increase***

The number of persons receiving old age assistance in Canada increased from 88,887 at June 30, 1957 to 89,726 at September 30, 1957.

The federal Government's contributions under the federal-provincial scheme totalled \$5,888,481.48 for the quarter ended September 30, 1957, compared with \$5,027,945.93 in the preceding quarter. The higher increase was due to amendments to the Act, effective July 1, 1957, increasing the maximum allowance from \$40 to \$46 a month and the amounts of maximum income allowed. Since the inception of the Act, the federal Government has contributed \$114,797,072.99.

At September 30, 1957, the average monthly assistance in the provinces paying a maximum of \$46 a month ranged from \$41.33 to \$44.49 except for one province where the average was \$36.93. In Newfoundland and the Yukon Territory, which pay a maximum of \$40 a month, the average was \$39.23 and \$40 respectively.

#### ***Blind Persons***

The number of blind persons in Canada receiving allowances under the Blind Persons Act increased from 8,225 at June 30, 1957 to 8,275 at September 30, 1957.

The federal Government's contributions under the federal-provincial scheme totalled \$849,155.19 for the quarter ended September 30, 1957, compared with \$731,807.72 in the preceding quarter. The higher increase was due to amendments to the Act, effective July 1, 1957, increasing the maximum allowance from \$40 to \$46 a month and the amounts of maximum income allowed. Since the inception of the Act, the federal Government has contributed \$16,965,935.24.

At September 30, 1957, the average monthly allowance in the provinces paying a maximum of \$46 a month ranged from \$44.73 to \$45.46. In Newfoundland and the Yukon Territory, which pay a maximum of \$40 a month, the average was \$39.76 and \$40 respectively.

#### ***Disabled Persons***

The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 33,114 at June 30, 1957 to 35,540 at September 30, 1957.

The federal Government's contributions under the federal-provincial scheme totalled \$2,453,577.05 for the quarter ended September 30, 1957, compared with \$1,975,913.87 in the preceding quarter. The higher increase was due to amendments to the Act, effective July 1, 1957, increasing the maximum allowance from \$40 to \$46 a month and the amounts of maximum income allowed. Since the inception of the Act, the federal Government has contributed \$17,681,288.79.

At September 30, 1957, the average monthly allowance in the provinces paying a maximum of \$46 a month ranged from \$42.52 to \$45.57. In Newfoundland, which pays a maximum of \$40 a month, the average was \$39.76.

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Unemployment increased between September and October in most major production and employment centres of the United States, the U.S. Department of Labor announced last month.



## **Hold Second Conference On "Man and Industry"**

The second of the series of three annual conferences arranged by the University of Toronto's School of Social Work, known as the Round Table on Man and Industry, was held early last month. The purpose of this project is to study the effect of the impact of rapid industrialization on human well-being, mainly at first hand by means of visits to rapidly developing industrial districts.

The conference was attended by some 120 delegates representing management, labour, the universities, the professions, government, and various national, religious, welfare, and other organizations. With the exception of the Maritimes, all the provinces of Canada, including Newfoundland, were represented, the geographical representation being wider than last year.

In the absence of the general chairman of the conference, Crawford Gordon, Jr., President of A. V. Roe Co. Ltd., the chair was taken by Walter McLachlan, President, Orenda Engines Limited. At the opening session an introduction to the project was given by Prof. Charles E. Hendry, Director of the School of Social Work; and papers on "The Round Table Thus Far and the Task Ahead" and "Mobility and Stability in an Age of Rapid Growth" were presented by John Morgan and Dr. George Hougham respectively. Dr. Harvey Cruickshank, Vice President and General Manager of the Bell Telephone Company, addressed the delegates on the more favourable aspects of rapid industrial growth.

In the interval since last year's meeting a research team had made further studies of the communities visited last year. They had tried, through personal interviews, to gather data on subjects that had been brought up in last year's discussions after the group visits to the selected communities. A team of analysts had compiled the results of the interviews in a series of reports, one on each district. This team included various members of the University of Toronto's staff, together with persons loaned by the Ontario Hydro-Electric Power Commission, Orenda Engines Ltd., and the Ryerson Institute of Technology.

One of the most striking facts presented in the summary of this research work given by Dr. Hougham was the physical mobility of the population in the districts covered. Only a small minority had not moved since the Second World War, and a large number had moved fairly recently. All this movement, with the accompanying rapid growth of towns and cities, was found to present acute problems. The existing

structure and jurisdiction of local governments have proved inadequate to cope with changes in the location of industry and the growing concentration of population; and the facilities of community life—housing, schools, recreation, etc.—have been thrown out of gear. The use of farm land for plants and highways is causing concern in several areas. A notable instance of this was pointed out in the St. Catharines district, where some of the richest agricultural land in the country is being rapidly diverted to other uses.

Sir Geoffrey Vickers, who last year delivered the keynote address, on "The Needs of Man", presented a paper on "The Criteria of Human Well-Being". He also gave an address at the dinner in which he emphasized the need for social planning to meet the inevitable social and economic dislocations arising from rapid industrialization.

On the second and third days of the conference the delegates divided into six teams, each team visiting one of the districts selected. The six districts, designated "impact areas", were: the St. Lawrence Seaway, St. Catharines, Blind River, Malton, Scarborough, and Downtown Toronto. The only change from the previous year in the districts visited was that St. Catharines was substituted for Iroquois Falls.

This year in the visits to the various areas, each group, instead of staying together, broke up into smaller sections to allow members to enquire into the subjects that interested them most. Aspects studied included the organization of local government, education, health and welfare, recreation, employment, housing, and mortgage and credit financing. Visits were made to factories, schools, public welfare departments, loan company offices, and other establishments. The delegates met personnel men and other management officials, union representatives, municipal officials, and others.

On the return to Toronto the reports of the groups were presented and discussed at general meetings in which all the delegates took part.

One of the most serious results of rapid industrialization commented on by the delegates was the lack of high schools, churches, libraries, and parks. Some expressed serious concern about the effects of mothers' going out to work. One delegate spoke of the difficulty which parents had in persuading their sons and daughters to fit themselves for the more skilled jobs, when unskilled or "dead end" jobs offering fairly high pay could easily be obtained. The concern of the delegates about education in all its phases was especially evident.

Another effect of rapid industrialization pointed out by one delegate was that workers in the districts affected had in many cases been obliged to assume a heavy burden of debt, which would make them vulnerable to the effects of a business recession. Such workers had had to buy a house as the only way of obtaining accommodation, and a car as the only available means of transport. This burden of debt often forced them to borrow more money to cover other substantial expenses, such as the annual payment of taxes.

## **Recent Union Meetings Discuss Many Subjects**

At recent conventions or executive meetings, Canadian trade unions have dealt with political action, unemployment, income tax, imports and many other subjects, as well as electing officers for the coming year.

The Ontario Provincial Council of the International Union of Operating Engineers turned down a resolution urging official support of the union for the CCF party as the official political arm of labour; heard business agent George Garceau advise that many organizations are using engineers for more highly skilled jobs than their qualifications allow under the law, and that members have a moral right to notify their representatives of such infractions.

Officers elected at the Toronto meeting were: Al Wilson, Thorold, President; Jack White, Hamilton, Vice President; and William Walker, Secretary-Treasurer.

A delegation from the United Mine Workers of America (ind.) called on the federal Government to cut imports of coal from the United States. The group, from District 18, suggested to Labour Minister Starr and Mines Minister Comtois that an additional tariff of 50-cents-a-ton be imposed on the imports, now amounting to some 20,000,000 tons a year. Imposition of the tariff, the group felt, would cut 2,000,000 tons annually off the import figure.

Substantial increases in personal income tax exemptions were demanded by delegates of District Council No. 2, International Woodworkers of America, at their Toronto convention. They urged the federal Government to boost the basic exemptions from \$1,000 to \$2,000 for single persons, and from \$2,000 to \$3,000 for married wage-earners.

At the 14th annual convention of the International Union of Mine, Mill and Smelter Workers, held in Vancouver, Canadian President Nels Thibault told delegates that there were signs of depression in

Canada, and that they were not confined to the mining industry. He blamed dependence on the United States market.

"It makes a very serious situation," he said, "when a country with the rich resources of Canada narrows its markets to one country, and neglects the trade potentialities in the rest of the world."

A new education program and a report on organizing activities in Newfoundland were discussed at the convention of the Eastern Canadian District of the International Woodworkers of America, held in Toronto.

"Progress in the trade union movement will be to the degree that a militant and well-educated membership is developed which knows what it wants and how to achieve it," said Director President H. Landon Ladd, in outlining details of the educational program, including a week-long educational conference slated for this coming spring.

Referring to union conditions in Newfoundland, the President said: "We are fighting old and discredited company unions, and we have the support of more than 90 per cent of the loggers. We hope for certification there in the near future."

George Harris of Toronto, Secretary-Treasurer of the United Electrical Radio and Machine Workers of America (ind.) expressed the hope at the union's Toronto convention that the Canadian Labour Congress will one day take the union back into the fold.

He predicted that more positive political action by Canadian trade unions can be expected. "Conditions," he said, "are maturing in the direction of the trade union movement's deciding on the need and the form labour political action should take."

## **Outline 4 Conditions for Entry of Expelled Unions**

The Canadian Labour Congress last month outlined four conditions under which it was prepared to consider applications for affiliation from unions expelled from the former TLC or CCL: (1) the application had to be made in "demonstrated good faith"; (2) negotiations for admittance would have to be carried on without the use of propaganda by the applicant; (3) the applicant would have to meet all conditions laid down by the CLC constitution; and (4) the applicant would have to satisfy the CLC Executive Council that the affiliation was proper in all respects and conformed to the constitution, policies and principles of the CLC.

## **Union Official Projects Trends in Bargaining**

Plainly discernible trends in collective bargaining will in the future lead to larger negotiating units on both sides, negotiations will tend to be dominated by professionals, and to become more centralized and more remote from the rank and file of the unions, according to George W. Brooks, Research Director of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

In an address last month at the 20th anniversary conference, Industrial Relations Section, Massachusetts Institute of Technology, Mr. Brooks, who stressed that he was making "projections" not predictions, said that by 1977 "many industries will be dominated by a few large companies, and the employees in each of those industries will be represented by one union. Collective bargaining in these industries will be marked by more and more pageantry, conducted by skilled and experienced men on both sides. Most of these men will be full-time employees of the unions and the companies; there will be some seats in the balcony for local delegates... These collective bargaining sessions will be generously seasoned with experts of all kinds—economists, lawyers, actuaries and others. The negotiations will be impressive... It is probable that official government observers will be present at many of these negotiations, thus lending an air of importance and suspense to the proceedings.

"To a greater extent than at present the major bargain or bargains in each industry will provide a 'pattern' for the smaller and independently negotiated contracts. The trend towards multi-plant, regional and even industry-wide bargaining is strong and steady, and is being hastened even by the very persons who regret it privately and denounce it publicly.

"The economic results of these negotiations will be dazzling. The wages and fringe benefits will be far beyond the fondest imagining of a few years ago. The direct and indirect labour costs attributable to the employees represented by the union will be a steadily declining proportion of sales prices. A projection of the present rate of technological change indicates that the employer's limits at the bargaining table will be fixed less by the cost of his concessions to the organized employees than by the anticipated cost of extending them to the unorganized."

Mr. Brooks thinks that this latter group will be far more numerous than now. "There is little present evidence that the large

and growing force of office, technical and professional workers in manufacturing, or the employees in the service industries, will join the ranks of organized labour," he said. "And in the unprotected areas, such as agricultural labour, the prospects of union growth are even less likely."

In his analysis of trends the speaker strongly emphasized the point stated by the president of his union, John P. Burke, that "the only crucial thing about collective bargaining is the agreement". He made a distinction between "agreement" and "contract".

"A contract is a legally enforceable written document. Often, but not always, it represents the results of an agreement. There are many contracts which do not flow from agreement, and there are many agreements which do not result in a written contract... What John Burke means by agreement is the active process by which, over a period of years, the employer and his employees, represented by a union, arrive at a multitude of large and small understandings about their ways of doing everyday things."

The speaker asserted that "an employee is willing to accept a set of working conditions not because he thinks they are correct in themselves, but because he is convinced that the process by which they were fixed is more likely to produce a 'fair' result than any other".

Turning to examine more closely the process of agreement, Mr. Brooks said that the old method by which a grievance was threshed out on the spot between the employee, the union steward, and the foreman was unfortunately becoming less and less typical. "For most employees in organized industries the major terms of their employment relationship are determined vicariously," and "bargaining through a vicar has consequences quite different from those of dealing face-to-face. Its effectiveness must be judged by the extent to which it reproduces in the minds of the principals the kind of conviction and consent which would have taken place on a face-to-face basis," he said.

The settlement of grievances at the local level is becoming an historical fact, he said. "This trend is being accelerated by the development in the field of arbitration."

Mr. Brooks regarded the institution of the permanent arbitrator as "the most hazardous" of all the arbitration devices that have been developed. Although it might have some value, "even under the best conditions the arrangement tends to dry up the grievance process at its origins." It is not what the arbitrator does that is



so serious, Mr. Brooks said, "it is what the parties stop doing... The compulsion to agree is greatly weakened."

He referred to the existence in Canada of another kind of restriction "which suffocates the very process of bargaining". This was the British Columbia law that forbade a union to call a strike until it had taken five proscribed steps.

"The result of this law is that collective bargaining in the free sense bogs down in the complications and delays of a bureaucracy. Bargaining degenerates into the preparation of data and briefs and arguments before administrative agencies. Endless time is consumed before the union is even in a position to take any economic action," he asserted.

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### ***Cushing Appointed to New Royal Commission***

CLC Executive Vice President Gordon Cushing has been named to the Royal Commission that will inquire into energy

sources and the need for any special measures concerning trans-Canada pipelines.

The Commission has been established to study:

1. Policies that "will best serve the national interest in relation to the export of energy and sources of energy from Canada".

2. Problems involved in policies concerning transmission of oil and natural gas between provinces and outside Canada, including rates, financial structure and control of pipelines.

3. The extent of authority which might be given a national energy board.

4. "Whether, in view of its special relationship to the Northern Ontario Pipeline Crown Corporation, and the nature of its financing and control, any special measures need to be taken in relation to Trans-Canada Pipelines Ltd. in order to safeguard the interests of Canadian producers or consumers of gas."

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## ***Proceedings of Parliament of Labour Interest***

### **Unemployment Debate Requested**

**October 24**

J. P. Deschatelets (Maisonneuve-Rosemont) asked if the Minister of Labour would set a date for a debate on unemployment so the House could examine the reasons for the sharp increase since June 10. The Minister of Labour, Hon. Michael Starr, pointed out there had been a drop in unemployment of 5,577 since June 10.

### **UIC Office Established**

**October 24**

Replying to a question by the member for Cariboo, Mr. Leboe, Labour Minister Michael Starr advised that a branch office of the Unemployment Insurance Commission will be established soon at Quesnel, under the direction of the office at Prince George.

### **Unemployment Insurance**

**October 25**

Asked if unemployment insurance benefits would be increased, Labour Minister Michael Starr said the matter was always under consideration by the Unemployment Insurance Commission, and their recommendations will be studied and dealt with by the Government as received.

**October 30**

No reciprocal agreement with regard to unemployment insurance between Canada and the State of Maine has been reached, Labour Minister Starr told Hon. Jean Lesage (Montmagny-L'Islet) "but efforts have been made during recent months in that field... as yet they have not been acceptable. It is a matter in which I am vitally interested, and the efforts on our behalf will not be stopped."

### **Annual Vacations with Pay**

**October 29**

First reading given bill to provide annual vacations with pay for employees in federal works, undertakings or businesses as covered by the Industrial Relations and Disputes Investigation Act, the Fair Employment Practices Act and the Equal Pay Act. The bill provides for one week's vacation after the first year of employment and two weeks' vacation after the second year of employment. It was introduced by Labour Minister Michael Starr.

Later, Stanley Knowles (Winnipeg North Centre) moved the second reading of Bill No. 2 to provide for annual vacations with pay. He pointed out that unlike the bill introduced by the Minister of Labour, Bill No. 2 provides for two weeks' vacation after one year's service. Debate on this motion was adjourned without the question being put.

## **Delegates to ILO Conference**

**October 29**

Replying to a question by J. A. Byrne (Kootenay East) Labour Minister Starr told the House that no member of the Mine, Mill and Smelter Workers of Canada had been appointed as a delegate to the ILO industrial committee conference scheduled for Geneva, November 25. The delegates, on advice of the CLC, will be Pat Burke of the United Steelworkers of America, and Henry Schellenburg of the base metal workers. Mr. Starr added that "since the Canadian Labour Congress is the most representative labour body in Canada we asked them for the recommendations" before the appointments were made.

## **Layoffs At Transcona**

**October 29**

Transport Minister Hees told the House he was not aware of reports current in Winnipeg that 34 men were to be laid off from the CNR shops at Transcona each month until next June, along with eight men each month from the Fort Rouge shops.

## **Plan for March on Ottawa**

**October 29**

Labour Minister Starr said he had received no communication advising that Montreal labour organizations planned to march on Ottawa if immediate legislation was not adopted to curtail unemployment.

## **Closing of Kitimat Construction**

**October 29**

The full resources of the Department of Labour would be used to aid those in need of help, Labour Minister Starr told the House, when asked what would be done about 1,500 workers laid off through closing down of the entire construction operation at Kitimat.

**November 20**

Labour Minister Starr told the Commons that officials of the Unemployment Insurance Commission in Kitimat have already been given instructions to process as quickly as possible claims for people who have been laid off. He added that the Labour Department is investigating the possibility of declaring the Kitimat area a surplus area, which would automatically provide for the payment of transportation for people who wish to go to other places to take employment.

## **Maritimes Causeway**

**October 29**

Studies are being made of the proposal to build a causeway from Westmorland County, New Brunswick, to Prince Edward Island, Hon. Howard C. Green, Minister of Public Works, said in reply to a question by Henry Murphy (Westmorland). He added that he was not in a position to make any definite announcement on the project as yet.

## **Canadian Coast Guard**

**October 29**

Replying to a question, Hon. George H. Hees, Minister of Transport, said:

The functions that are normally considered to be the duty of a coast guard are performed in Canada by several agencies of government, in particular my department, the Department of National Defence and the Royal Canadian Mounted Police. All these agencies continue to give attention to improvement of their ability to carry out their responsibilities but no decision has been taken to remove functions for these departments and place them under a new and separate agency.

## **Labour Surplus Areas**

**October 31**

Replying to a question about instructions given to unemployed, asked by F. G. Hahn (New Westminster), Labour Minister Starr said that if it is evident no work is to be had in a certain area, the Labour Department declares the area a surplus one, and transportation facilities are accorded workers who have offers of jobs in other areas.\* Examples of recent surplus areas are Windsor, Ont.; Springhill and New Glasgow, N.S.; St. Stephen, N.B.; and Tilbury, Ont.

## **Income Tax Deductions**

**October 31**

Claude Ellis (Regina City) asked if the Government was considering requests by organized labour that the Income Tax Act be changed to allow construction and other workers, required to be absent from their normal place of residence, to deduct for income purposes costs of food, lodging and other out-of-pocket expenses. "The Government has given, is giving and will continue to give consideration and study to this problem which arises out of bungling on the part of the former government..." said Finance Minister Donald Fleming.

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\*Fewer than two dozen unemployed have benefited from the federal surplus labour assistance plan, a Canadian Press survey of regional NES offices indicated last month.

## **Unemployment Assistance**

**November 4**

The provinces of British Columbia, Saskatchewan, Manitoba, New Brunswick, Prince Edward Island and Newfoundland have signed agreements relative to the Unemployment Assistance Act with the federal Government, but "there has been no correspondence or discussion with the province of Quebec since this government took office," Hon. J. W. Monteith, Minister of National Health and Welfare, said in answer to a question by Georges Villeneuve (Roberval).

## **Old Age Security Act**

**November 4**

Bill No. 19, amending the Old Age Security Act to raise the old age security benefit from \$46 to \$55 monthly and to reduce the residence requirement from 20 to 10 years read for second and third times and passed.

## **Railway Layoffs**

**November 4**

In answer to two questions concerning reported layoffs by the Canadian National Railways, Transport Minister Hees pointed out that in the railway industry "the level of its working force must rise and fall under the influence of many factors". The railway must adjust also the fluctuating demands for its services in the transport of goods and people, he added, stating that the CNR traffic volume was then running at a rate of 15 per cent below that of last year.

The impact of technological development has a very definite effect upon employee requirements. This will be apparent in the current dieselization program, but it should be realized that it spreads into other forms of mechanization which affect the categories of employees required by the railway... It is not a question only of the actual numerical demand for employees but also the fact that a need for new types of skills and experience arises while other types are no longer required. Canadian National has taken very active steps to provide training and to give opportunities to employees to acquire the skills needed to meet these new requirements.

Every effort is being made to find alternative employment for those who may be affected, the Minister went on. "The general level of employees in the first eight months of this year for the Canadian

National Railway system is down by less than 1 per cent as compared with the same period last year."

## **Old Age Assistance Act**

**November 5**

Bill No. 20, to amend the allowance, residence and allowable income provisions of the Old Age Assistance Act read the second and third times and passed.

## **Blind Persons Act**

**November 5**

Bill No. 21, to amend the Blind Persons Act to raise to \$55 monthly the maximum allowance payable to the blind and to raise the allowable income ceilings, read for the second and third times and passed.

## **Disabled Persons Act**

**November 5**

Bill No. 23, to amend the Disabled Persons Act to raise to \$55 monthly the maximum allowance payable to the disabled and to raise the allowable income ceilings, read for the second and third times and passed.

## **Married Women's Benefits**

**November 15**

Hon. Michael Starr, Minister of Labour, tabled an order in council, P.C. 1957-1477, revoking Section 161 of the regulations of the Unemployment Insurance Act regarding married women. His complete statement on the matter appears on page 1503.

## **Entry Permits for U.S. Workers**

**November 19**

Asked about entry permits that will be given United States citizens during the coming year to work on the trans-Canada pipeline, Hon. Michael Starr, Minister of Labour, said that before entry of pipeline workers from the United States is permitted, the Department of Citizenship and Immigration consults the National Employment Service as to availability of Canadian workers for particular jobs. If Canadian workers are available for the jobs in question, then entry of American workers is not permitted. If there are no qualified Canadians, then Americans are allowed in to take the jobs.

The entry permits are temporary, he added, and the time of each permit varies according to the contractor's estimate of the time needed to do the job.



# New Year Messages

## Hon. Michael Starr, Minister of Labour

On the eve of the New Year, I am happy to be able to extend greetings to Canadian workers.

Nineteen fifty-seven has been a year of outstanding events.

In Canada, we have taken major strides forward in our economic growth and development. The increase in our population during 1957 has been striking. Employment again reached record levels during the year, totalling almost 6,000,000 men and women at its peak late last summer.

The total income of Canadian workers continued to expand, and will reach the impressive total of about 13 billion for the year, almost 9 per cent more than in 1956. Working conditions have also improved.

The remarkable growth of our manpower resources during 1957 was largely due to a volume of immigration, surpassed only by that occurring in the early years of this century when our Western provinces were being settled. Although this gave rise to employment problems, we welcome every one of these new Canadians and the many others who will come in future years. Their presence with us is essential if we are going to take advantage of our potential for economic development.

We must recognize, however, that their arrival in such large numbers during the past year has created some temporary difficulties. Although there are many factors which must be kept in mind, there does need to be a clear recognition of the importance of timing the arrival of immigration in relation to the capacity of our labour market to absorb them.

The rise in employment during the past year has been greater than the average of the last four years. It has, however, been less than the increase that took place in 1955 and 1956.

This less rapid growth in employment, combined with the record increase in the labour force, has resulted in more unemployment. By mid-November, the number of persons without jobs and seeking work was 292,000 and this total will rise further as seasonal jobs end.

This increase in unemployment concerns us all. Unemployment is always serious for those directly affected and no possibility for increasing the number of jobs will be left unexplored.

During the short period of months in which it has been in office, the Government has taken a number of positive steps to

stimulate the economy, to provide employment and to help maintain a decent standard of living for Canadians. We have extended the scope of effectiveness of some of our most important social security programs, we have lowered taxes, we have provided cash advances to farmers on current grain production and are broadening the agricultural price support program. These steps will help to make 1958 another year of progress for Canadian workers.

The shortage of funds for investment and loans which, during the past year, has imposed a brake on some sections of the economy is being gradually relieved, particularly in housing. This last fall the Government made available \$150,000,000 for new housing. This money was rapidly taken up. Recently another \$150,000,000 has been made available for housing, and down payments on lower-cost houses are being reduced to 10 per cent.

The campaign this year to increase winter employment is the most aggressive that has yet been undertaken. Communities all across the country, local industry, business and labour organizations, as well as many national organizations, are actively supporting this Canada-wide campaign. Provincial and municipal governments are also co-operating.

This campaign cannot succeed without the support of everyone, and I urge especially householders and businessmen to examine their future plans for renovation or maintenance work so that this work can be done in the winter wherever possible. Key men in the building industry—skilled tradesmen—are now available and they will not be so readily available for your work next summer.

During 1957, the wages and working conditions of Canadian workers were again substantially bettered. Average hourly earnings of manufacturing workers reached \$1.60 last autumn, some 7 cents higher than the average of a year earlier.

The 40-hour week is now enjoyed by almost seven out of ten workers in manufacturing. Three- and even four-week vacations have become more common for long-service employees. As a step in our labour legislation program, we have introduced legislation to ensure a two-week vacation to workers with two years' service employed in industries under federal jurisdiction. Most workers in Canada now

*(Continued on page 1479)*

## **Claude Jodoin** **President, Canadian Labour Congress**

The year just drawing to a close has been one of many surprises. There is no doubt we will face unexpected developments again in 1958, for it is a challenging year that we are entering.

The most spectacular development of 1957 was undoubtedly the launching of the satellites. In some quarters this great scientific advance brought reactions approaching panic. This is no time to panic. We have much to learn from the Sputniks, and not solely from a scientific point of view.

We have many problems that need solving on our own planet and that need the attention of all of us, not only of the scientists. We have already gained something from the Sputniks in a sharply awakened interest in education. This was long overdue. Organized labour has, since its earliest days, had a very active interest in education. At one time the struggle was to keep children who had not yet reached their teens in school. Now there is need for giving the fullest educational opportunities to all young people who can meet the academic requirements. The Canadian Labour Congress is happy to be one of the sponsoring organizations arranging the national conference on education to be held in Ottawa in February. This conference comes at a very opportune time.

Another immediate problem we face in our own country is unemployment. The position taken by the Canadian Labour Congress is well known. We have been extremely conservative in our forecasts of unemployment figures for this winter. But this is not merely a matter of statistics; it is a matter of human beings and of suffering by Canadian families. It is this very personal human need that has led us

to emphasize as strongly as we can the urgent necessity of seeing that people without work get adequate care.

Our attitude on unemployment does not mean that we are pessimistic about Canada's future. We think that, as Canadians, we have a brighter outlook than the people of any other country; but the employment situation today is evidence that the future cannot be taken for granted. We need to look ahead and to plan, and this becomes increasingly true with the arrival of automation. We welcome the Government's decision to establish a committee on this subject and its work may be a valuable contribution to the year of 1958.

We also need to be increasingly aware of our responsibility, as a favoured nation, to the people of less fortunate countries. The peoples of Asia and Africa are being subjected to increasing pressure to ally themselves with the Soviet. We will continue to press for increased Canadian aid to these people and we hope that in 1958 our government will decide to give support to SUNFED\* so that, through the United Nations, these people can be helped to a better living without having to pay a political price.

The turn of the year is always a time for stock-taking. Seldom in our history has there been a time when so many people have paused to reflect. We are confident that, as Canadians, we can make a great contribution towards bread, peace and freedom for all; and we are hopeful that during 1958 we will move towards this objective.

\*Special United Nations Fund for Economic Development.

## **Gérard Picard** **President, Canadian and Catholic Confederation of Labour**

*(Translation)*

Christmas and New Year's wishes cannot be made on a gay note this year, as the spectre of unemployment has once more made its appearance in Canada, casting gloom, with the distress which follows in its wake, over many Canadian homes.

The Federal Government, it is true, has taken certain steps with a view to finding a partial remedy for the situation, including the following: millions of dollars made available to encourage house-building, an extension of the period during which unemployment insurance benefits will be paid, a check on immigration during the winter.

For the workers, however, such measures do not express a resolute orientation towards a full employment policy. They express only willingness to meet an emergency situation by having recourse to palliatives.

Our first wish is that all who have social responsibilities may leave no stone unturned to settle the problem of unemployment and to dispel from the homes of the workers the anxiety and insecurity which have taken up their abode therein.

As for the other wishes which tradition suggests to us on the occasion of Christmas and the New Year, I offer them with all

my heart, on behalf of the CCCL and myself, to all workers and their families, hoping that the Star of Bethlehem will

shine throughout the holiday season and that the future will bring them the realization of their fondest wishes.

## **J. G. McLean**

### **Chairman, National Legislative Committee, International Railway Brotherhoods**

On behalf of the Railway Brotherhoods, Members of the National Legislative Committee, we extend Greetings for a Happy and Prosperous New Year to our affiliates, to all other labour organizations, to all Canadian workers and their families.

The action of the Federal Government, 1st Session, 23rd Parliament, in their approach to social legislation by raising the benefits to bring them more in line with the depreciated purchasing power of the dollar, is highly commendable. This action is appreciated by organized Labour.

The Maritime Provincial Legislative Committee, Railway Brotherhoods, have petitioned their respective Governments for several years to adopt a policy of developing a means of processing, as far as possible, the raw materials within the province. The formation of the Atlantic Provinces Economic Council will, we believe, prove helpful to the economic welfare of the citizens of the four eastern provinces.

The housing shortage for workers with an annual income below \$3,000 still remains acute. The National Housing Act is of no assistance to the wage-earner whose earnings are less than that amount. It is our recommendation that the Act be amended, lowering the down payment on houses appraised up to \$13,500 to 7 per cent, lowering the interest rate to 3 per cent, and introducing a maximum earning stipulation of \$4,000 to purchaser of such homes; further, extending the financing under the Act to cover existing homes in good condition up to 25 years of age.

The Government, in making available some 350 million dollars for NHA financing and reducing bank interest one quarter of one per cent, should stimulate the building of homes.

We have consistently advocated the inauguration of a "National Transportation Policy" and the re-organization of the control of interprovincial and international motor vehicle traffic. Presently, seven provincial Governments permit the transport of inflammable fluids, dangerous chemicals and explosives by trucks on the highways without adequate regulations. Illustrative is the accident which happened

on September 19, 1957 at Thamesville, Ont., where a train struck a truck at a level crossing loaded with 25,000 lbs. of deadly sodium cyanide pellets.

For over 20 years this Committee has urged the Government of Canada to implement a National Health Insurance Act. The situation indicates there will be inaugurated, in 1959, a national health plan for hospitalization and diagnosis services. We believe the highest priority should be placed on a comprehensive plan, including preventive, as well as curative and rehabilitative services, by physicians, surgeons, specialists, and hospitals, so as to provide all citizens with whatever medical care they may require.

The accidents occurring at highway-railway crossings at grade have had our close attention. Eighty per cent of these accidents happen at unprotected crossings, and all level crossings should be manually protected or equipped with protection signals pending the elimination of the crossing through the construction of either overpasses or underpasses.

In the railway industry job opportunities are decreasing. Technological changes are recognized as progressive and necessary in the economic life of our nation, but they can affect many persons adversely unless made with equitable consideration of the human element involved. It is evident that automation in some industries will in time affect the whole range of industry, and we suggest the federal Government have a study made of industrial efficiency and development with the view that automation will be used to improve living and working standards.

The current unemployment situation reflects, to a degree at least, on the question of immigration. We believe that the Department of Labour should be charged with the responsibility of immigration, and that there be a closer co-operation through the creation of an immigration commission with equal representation from labour, management and government.

Again we extend to all trade union members and the people of Canada our Best Wishes for a Happy and Prosperous New Year.



# Report on Pension Plans and the Employment of Older Workers

There is nothing inherent in pension plans to practically prohibit hiring of older worker or retaining him beyond normal retirement age, analysis by the Department of pension plans in force in Canada shows

There is nothing inherent in the nature of a pension plan which practically prohibits an employer from hiring an older worker or retaining him beyond normal retirement age. Many plans do contain restrictive clauses, but these appear to be a matter of employment, rather than pension policy.

This is the main conclusion drawn from an analysis of the provisions of pension plans in force in Canada, which has just been published by the Department of Labour under the title, *Pension Plans and the Employment of Older Workers*.

The report was prepared for the Inter-departmental Committee on the Older Worker by a committee composed of members of the Departments of Finance, Insurance, National Health and Welfare, and Labour.

Part I, "Analysis of the Problem," examines the various types of pension plans, and the bearing of their provisions on the hiring or retention of older workers. Part II, "A New Look at Pension Plans in the Light of Desirable Older Worker Policy," recognizing that many pension plans do present obstacles to the employment of older workers, makes a number of suggestions "designed to help the employer who wishes to adopt his pension plan, so far as possible, so that it will not be an important obstacle to his following a liberal older worker policy".

## Types of Plans

Pension plans, the report says, are of two main types: "underwritten plans, in which the contributions are turned over to

an underwriter, who guarantees the payment of the agreed benefits; and "trusteed" plans, in which the contributions are put into a trust fund established by the employer, and administered by him or by a trust company. The trustee holds all monies until an employee retires, at which time the pension may be paid from the fund or bought outright from an insurance company or the Annuities Branch of the Department of Labour.

"Although trusteed plans are in the minority, they include some large concerns and cover about half the employees under pension plans in Canada," according to the report.

Plans may be further divided into contributory and non-contributory types. The latter is obviously the more expensive for the employer, and is therefore likely to be less generous in its subsidiary provisions than the contributory plan, particularly in regard to vesting provisions, which are an important factor in the employment of the older worker.

In a study undertaken by the Department of Labour of 214 pension plans of industrial employers with over 500 employees, it was found that five out of six were contributory. In a separate special study of 28 plans of employers each with over 7,500 employees, the proportion of contributory plans was a little smaller, being less than two-thirds. Contributory plans are more common in Canada than in the United States, where non-contributory plans are predominant, particularly among the largest employers.

Pension plans may be divided as to the benefits paid under them into "money purchase" and "unit benefit" types. This division is particularly significant, the report states, in the analysis of the difficulties of older workers. Under the money purchase plan the employer and the employee each contribute a percentage of the latter's earnings—usually in equal amounts. The amount of the pension is not stated, being whatever the contributions will buy.

In the unit benefit type, on the other hand, "the employee builds up, year by year, the right to a larger and larger pension at retirement, the amount of which is

In a survey of 270 non-governmental pension plans covering 1,700,000 workers, conducted by the New York State Department of Labor, it was found that the average monthly pension for workers with an average income of \$3,000 a year who retired after 20 years service was \$133. After 30 years service the average was \$148. Of these amounts an average of \$88.50 consisted of federal benefits, the rest coming from private sources. Workers with average annual earnings of \$6,000 were found to receive pensions of \$162 a month after 20 years, and \$208 after 30 years. In these cases the average federal payment was \$108.50 a month.

An alternate method of computing benefits to assure maximum protection for the employee is offered in a revised annuity plan recently announced by Standard Oil Company of California and certain operating companies in the United States. The plan bases part of the annuity on the employee's pay for the last five years, reduces the employee's contribution from 5 and 6 per cent to 4 per cent, allows for partial vesting after 15 years service (full vesting still requires 25 years service), and raises the normal retirement age for women to 65 years.

stipulated precisely in the benefit formula. The employee is said to have earned each year a 'unit' of his ultimate pension. The employee's contribution is a specified percentage of his earnings (just as in a money purchase plan) but the amount of the employer's contribution is not specifically stated in the plan. Rather, it is the difference between the cost of the unit of pension and the employee's contribution. Thus the employer's contribution does not have to be identical with that of any individual worker, and in fact generally is not."

The larger pension plans in Canada tend to be of the unit benefit type. In the Labour Department study, 158 plans, or approximately three-quarters of the 214 reviewed, were of this type. Of the 28 plans of employers with more than 7,500 workers each, only two were of the money purchase type.

### Pension Plans and Hiring of Older Workers

"It must be recognized at the outset that age has a definite effect on the cost of providing pensions," the report says. The handicaps for the older worker, and the drawbacks to the employer who employs him, may be summarized as follows:

—Contributions on behalf of the older recruit, since they are made for a shorter term of years than for a younger person, will not produce as much benefit.

—A given amount of contribution will buy a smaller unit of pension than for the younger worker, for two reasons: there will be less time for interest to accrue, and the older worker's chances of drawing the pension will be greater. These two factors affect the cost of all pension plans, but they affect different types of plans in different ways.

Under a money purchase type of plan the employer pays no more per year when he hires an older person than when he hires a young one, but the older recruit will not be entitled to as large a pension as the younger man.

Under a unit benefit plan, on the other hand, the employer pays a higher contribution for an older worker than for a younger one. "Other things being equal, under a unit benefit plan, an older entrant to employment will build up larger pension rights than he would under a money purchase plan but it will cost the employer more."

The two main drawbacks to hiring older workers, from the employer's point of view, in so far as the pension plan is concerned, are: the increased cost of contributions and the fact that the smallness of the pension the older worker will receive may become a source of dissatisfaction, or be thought discreditable to the employer.

"It is clear," the report points out, "that the age of the new employee affects employer costs under unit benefit plans... and that the employer who deliberately wishes to keep the costs of his pension plan down will feel disposed to take on a younger person in preference to an older. On the other hand, age is not a factor affecting employer contributions under a money purchase plan."

These facts on pension costs, taken by themselves, "have unfavourable implications for the employment prospects of older persons. They are, however, to a considerable degree offset by other considerations. Placed in their proper perspective, they will be seen to be less important than might at first appear."

These "other considerations," the report states, are:

—The increase in pension costs resulting from the hiring of a limited number of older people is likely to be insignificant in relation to the firm's total pension contributions for all its employees, it may be small when considered as an addition to the individual worker's total wage, and it certainly may be inconsiderable when set against the ability of the worker to perform the duties for which he is being hired.

—The greater steadiness of older workers, and the reduction in absenteeism and in labour turnover as a result of hiring older workers tend to be offsetting considerations to higher pension costs.

Another important consideration is summed up in a quotation from a report issued by the United States Department of Labour in September 1956, entitled *Pension Costs in Relation to the Hiring of Older Workers*, which emphasizes the point that "the real cost of pensions is not what appears to be the current contribution, but the amount that is ultimately paid to the individual, duly adjusted and discounted. The evidence indicates that the amount finally paid to the man hired young will

be much higher in proportion to the current charges than the amount finally paid to the man hired when older."

Two main reasons given for this statement are: (1) "A large and increasing proportion of coverage under private pension contracts today calls for benefits related to future or final earnings—for example, terminal earnings, last five years, last 10 years, highest five years," and (2) "Whether provided by contract or not the experience is that pension plans have actually been revised from time to time to keep benefits in some reasonable relationship to levels of terminal earnings."

This prospective rise in levels of pension benefits is cited as a factor which "casts serious doubt on all comparisons of apparent age differentials in pension costs, in particular on differences in current charges to production expense for future pension liabilities."

The consideration of pension costs does not seem to be "a substantial enough matter in itself to warrant the establishment of general rule against the hiring of older workers," the report declares.

Rather, it is one factor among many which must be weighed when workers are being taken on; and there is little reason to suppose that for an employer who has a broad regard for the best interests of his enterprise it will often be the deciding factor... In the type of expanding economy Canada has been enjoying, alternating between periods of actual and potential labour shortage, he is not likely to be unduly disturbed by whatever increase in pension costs may result from the hiring of a limited number of older people—particularly when these pension costs are largely offset by other factors.

Many employers may be concerned less with the increase in cost to themselves than with the fact that the older worker will later have to be retired without having had time to build up an adequate level of pension benefit, the report suggests. "This appears to be the most important of the obstacles associated in the minds of employers with the employment of otherwise qualified older workers."

While admitting that this is "a difficulty to which there is no single obvious answer that is completely satisfying," the report offers two considerations that somewhat lessen the importance of the difficulty: (a) the improvement in recent years in the general understanding of how pension plans work means that "informed persons will not criticize an employer for giving a smaller pension on the basis of shorter service" and (b) federal old age security pensions help to alleviate the problem.

In a survey of 400 selected collective agreements in force in the United States conducted by the Bureau of National Affairs, nearly all the pension plans call for normal retirement at age 65, and about a fourth make retirement at that age compulsory; more than half the plans allow the employee to remain at work until age 68, at the discretion of management; and a few plans make retirement compulsory at 70. About 40 per cent of the plans provide benefits of \$165 a month or more after 25 years service, 20 per cent provide \$170 or more, and about 30 per cent provide up to \$150.

There are a number of devices by which an employer can aid a worker to increase the size of his pension. "The ideal solution, however," it says, "would appear to be for the worker to build up pension credits, not only with his final employer, but also with the companies he works for earlier in his career."

This raises the question of the "vesting" of pensions, "portable pension credits" or some other arrangement by which a worker can "maintain the pension credits he earns with a succession of employers by acquiring independently from each of them in turn a deferred annuity, payable at retirement age", thus drawing "a number of small pensions... the total of which may constitute an adequate retirement income".

In the early years of pension planning some employers regarded the pension as one method of retaining employees in the company. The result was that plans were so framed as to penalize those who left the employer's service. More recently there has been some change of attitude in this regard, and some form of vesting has become more common in pension plans.

A point to be noted is that vesting affects only the employer's contributions. An employee always has a right to at least the return of his own contributions.

Pension credits may accrue in two ways if the employee leaves his employer before reaching pensionable age, in a lump sum or as a deferred pension. "The purpose of providing a pension is obviously defeated if the employee receives a lump sum payment at the termination of his services," the report remarks. The deferred pension is the more desirable plan from the point of view of the older worker employment policy, it says.

Nevertheless, when there is an option, the temptation, and sometimes the financial need, to accept a cash surrender is strong. "There is, apparently, little general recognition as yet by Canadian workers of the concept of building up pension rights on the basis of their participation in a series of plans," the report points out.



Instead of compulsory retirement at age 65 the practice of allowing skilled employees to work part time after that age is spreading in United States industry, according to a report in the *New York Times*. When an employee reaches 65 he may be allowed to work 11 months in the year; the next year, 10 months; and in following years a lesser number of months, until he reaches the age of 68 or 70 years. Under one such plan the employee's income gradually falls with the shortening of his work year until the point is reached at which his retirement income—which increases with each extra year of work owing to the shortening of his expectancy of life, as well as to the accumulation of larger funds—plus his social security benefit, equals the income he would earn if he continued in employment.

Some plans require that the employer's contributions must remain as a deferred annuity and the report says "it is encouraging to note" that this applies to 32 per cent of the plans surveyed.

### Preserving Pension Credits when Changing Jobs

"In the long run, the most effective means of enabling an older applicant for employment to overcome the employer's problem of having to retire him on an inadequate pension, is for the worker to maintain the pension rights he will have earned with earlier employers, so as to give him an adequate total pension," the report points out.

It is desirable, therefore, that workers who change jobs should use their pension credits for pension purposes rather than taking them in cash. Some plans require workers to take their pension credits in the form of deferred annuities. Others give the worker the option of taking his own contributions in the form of cash or annuity, but provide that a worker who chooses the cash option forfeits his right to any employer contributions that would otherwise be available to him. While it may be impractical to urge all employers and unions to discard cash options from pension plans, there is need for greater understanding of the importance of using pension credits for the purpose for which they are intended. In plans where the exercising of the cash option means the loss of right to vested employer contributions, the worker who leaves his employment should have the alternatives explained to him so that he is in no doubt as to what he stands to lose if he chooses cash. Such plans as do not now permit workers who leave to take their pension credits as deferred annuities rather than as cash might well be amended to make this possible.

A worker will be able to build up larger pension credits if he can use not only his own contributions but also the contributions the employer has made on his behalf. The liberalization of vesting provisions in pension plans is thus desirable, although it must be recognized that vesting adds to the cost of a plan.

### Pension Plans and Retention of Older Workers

The "normal" retirement age, and whether or not retirement at this age is compulsory, are two of the most important considerations in connection with the question of retention in employment of older workers. Whether or not the payment of a pension may be deferred if a worker continues to be employed after the age at which he becomes entitled to it, and the terms on which it may be deferred, also have a bearing on the matter.

### Special Pension Problems of Women Workers

The practice of retiring women at an earlier age than men, and their longer life expectancy, present special problems which are touched on by the report. It suggests that women should be treated in the same way as men in pension plans, and especially that the normal retirement age should be the same for women as for men.

### Devices to Build up Larger Pension Credits

Devices suggested in the report to help an older entrant to employment to build up larger pension credits include:

—Extra contributions to the pension fund by the employee in order to enlarge an otherwise small pension.

—Integration of a small pension with the federal Old Age Security Program by increasing the pension from the age of retirement until age 70, and reducing it after that age by the amount of the old age security benefit.

—By raising the "normal" retirement age, for example from 65 to 68 years, larger pensions can be provided for the same annual cost. This is because life expectancy is lower at 68 than at 65, interest on contributions has a longer time to accrue, and contributions will be paid for three additional years. (Alternatively, the normal retirement age may be left unchanged but the actual age of retirement may be extended in the case of employees in good health who continue to be efficient.)

### Custody of Pension Credits

In cases where a person has a number of pension credits with different employers the custody of these credits becomes of importance. The report mentions the suggestion of some sort of clearing house system. A "central registry of pension credits" is also mentioned as worth consideration.

# Successful Rehabilitation

First in a series of articles describing how success in rehabilitation can be achieved through the co-ordination of rehabilitation services throughout a community, by precise matching of the person to the job

*The following article is the first in a new series on successful rehabilitation. Written by Leslie C. Morrison, Pacific Regional Public Relations Officer, Unemployment Insurance Commission, it was based on files of the National Employment Service office in New Westminster, B.C.*

*The purpose of the series is to provide examples of the success in rehabilitation that can be achieved through co-ordination of rehabilitation services throughout a community. They will illustrate that the particular demands of any job, the unique combination of skill, aptitudes and attitude required in the worker, can often be met by a disabled person, not by coincidence but because of a precise matching of the person to the job.*

When Mary—we'll call her that—first came into the New Westminster office seeking help last summer, she was extremely despondent. Although only in her early twenties, her young face bore the unmistakable traces of intense physical and mental suffering. Hesitatingly, she approached the special placement officer's desk.

Perhaps it was the unusually kind reception she received from the interviewer, for her emotions suddenly got the better of her and she broke into tears. Heartbrokenly, she sobbed out her story.

When only six years of age she contracted rheumatic arthritis, which resulted in paralysis of the left leg and both hands. At 14 her condition improved slightly, but she was still unable to use part of her fingers and continued to walk with a spastic gait. Her mother finally sent her to the Mayo Clinic, but after a complete study of her condition the specialists concluded that further treatments would not be helpful.

Mary's problem was: she wanted a job. For years she had been completely dependent upon her widowed mother and younger working sister, and this fact distressed her considerably.

Persistently since 1953 she had tried through various agencies, and on her own initiative, to find some sort of employment which would enable her to make a contribution towards her own support. But because of her handicap, plus lack of experience, no employer seemed willing to hire her.

Here, then, was a typical case of Hope deferred maketh the heart sick.

Les. Green, the New Westminster special placement officer, believed, however, that Mary's case was far from hopeless and that, with proper training and counselling, a suitable job could eventually be found for her.

His first move was to try to boost her morale, to convince her that although physically handicapped she was not necessarily occupationally handicapped.

Mr. Green achieved this through frequent visits to Mary's home. To encourage her to exercise her fingers, he arranged for her to have the use of a typewriter. This took up a great deal of his time, plus lots of patience, but his persistent efforts eventually paid off to the point where she had gained an encouraging degree of self-confidence and social maturity.

His next step was to refer the case to the Provincial Co-ordinator of Rehabilitation, Clarence E. Bradbury, requesting that Mary be given a complete physical and vocational assessment.

Sympathetically interested in the case, Mr. Bradbury called a conference attended by Mr. Green, Mr. R. Tettamanti, Director of Youth Counselling Service, Dr. John Leroux, Medical Rehabilitation Consultant, and himself.

Mr. Tettamanti reported that he considered Mary to be highly motivated, and that the effort she was willing to expend to achieve a degree of efficiency made her a candidate worthy of consideration for training.

As a result of this conference, it was unanimously agreed that Mary could perform physically and intellectually in a basic clerical job requiring simple skills.

Actually, the job envisioned for the young girl was one in which no complex skills would be needed. The disability in her hands precluded all thoughts of her ever becoming an expert typist. Neither did she possess the intellectual capacity to complete a full course in accounting or bookkeeping. Shorthand and other such advanced office skills were, therefore, definitely beyond her ability. However, it was agreed that a brief training course in filing, elementary bookkeeping and general office procedures would be appropriate.

Further discussions were held, which included also Mr. T. Moore, Co-ordinator of Training, Vancouver Vocational Institute, to consider Mary's acceptance as a student.

Mr. Moore was confident that the particular type of training recommended would be suitable, and an application for training under Schedule "R" of the Canadian Vocational Training Agreement was forwarded to the B.C. Department of Education and approved by the Training Section Committee.

Mary, imbued with renewed hope, began her course of training at the Vancouver Vocational Institute on November 26, 1956. At the end of March the following year, she reported to the NES office in New Westminster that she was now eager to go to work.

Confident that the young girl had now reached the necessary degree of efficiency to perform the type of work for which she had been trained, Mr. Green began exploring potential employers to get her successfully placed.

He recalled, however, the remarks of Mr. Tettamanti at the conference, that even after Mary had completed her course of training it would probably entail tenacious efforts on the part of the National Employment Service to find her the right sort of job that she could adequately perform.

He realized too, the importance of finding an employer who would be aware of her limitations and would be willing to accept her in her limited capacity. The more routine and elemental the job duties, the more competently she would be able to carry out those duties.

Mr. Green's persistent efforts finally bore fruit, and a few days later he succeeded in arranging an employment interview for her at a large New Westminster department store.

The only thing that rather disturbed him, however, was the fact that Mary apparently did not fully realize the importance of being presentably attired and groomed. Finally, he discussed the problem with a co-worker, Miss Ruth Martinsen.

This resourceful young lady immediately came to the rescue by personally taking Mary under her wing and giving her expert advice on the most suitable clothes for a job interview. This kind interest included a visit to Miss Martinsen's sister, a professional hairdresser, who gave Mary a free hairdo.

Mary got the job, also a new lease on life. Today, she is happily employed as a general clerk in the firm's accounts-receivable department, doing a most conscientious job and extremely well liked by her supervisors and fellow-employees.

There are two other sequels to this successful placement story. One is that the Vancouver Vocational Institute, as a result of Mary's experience, has now inaugurated a plan whereby young girls from the various social agencies are provided with free hairdos prior to going out on a job interview. This free service is done voluntarily in their spare time by the instructors and students at the hair-dressing school in the Vocational Institute.

The other happy sequel is that Mary's employer was so highly satisfied with Mary's work that he has since taken on three more handicapped persons, one a polio case, and the other two post-operative cases who cannot pursue their normal occupations.

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## ILGWU Health Centre Served 3,500 Union Members in Year

The health centre in Montreal, which provides free diagnostic, therapeutic and preventive medical services for the 9,400 members of the International Ladies' Garment Workers' Union (CLC), last year provided care for 3,581 workers who made a total of 13,341 trips to the clinic.

The clinic, which is maintained by the Montreal Dress Manufacturers' Guild, the Manufacturers' Council of the Ladies' Cloak and Suit Industry, the Fashion Accessories Manufacturers' Association and the Union, is located on the top floor of the Union's new building on Plateau Street.

The report on the activities at the clinic was issued by Bernard Shane, Canadian head of the union.

Dr. Charles Emile Grignon of Notre Dame Hospital is the medical director of the clinic, which derives benefits from the services of 18 physicians who work there on a part-time basis.

Approximately half of the persons who attended the clinic during the past 12 months sought general medical services, but 1,740 called for X-rays, while another 2,162 called at the clinic to receive dietetic and nutrition services.

Expenses involved in operating the clinic were borne by those manufacturers who have contracts with ILGWU. Costs last year amounted to \$85,707. The manufacturers contribute to the maintenance of the clinic on the basis of a fixed percentage of monthly payrolls.



# 36<sup>th</sup> Convention of Canadian and Catholic Confederation of Labour

Decide to make official request for affiliation with Canadian Labour Congress but lay down certain conditions that will make necessary further negotiations before request goes before CLC's next convention

At its 36th annual convention, held in Quebec from September 22 to 28, the Canadian and Catholic Confederation of Labour decided to make an official request for affiliation with the Canadian Labour Congress.

The CCCL, which was founded in 1921 and has as members some 100,000 Quebec workers, nevertheless laid down certain conditions which are to form the subject of further negotiations before the request can be submitted to the CLC convention in Winnipeg next April.

Thus the CCCL, affiliating on the national level with the status of a national union, intends to preserve its autonomy in all matters concerning its doctrinal orientation, expansion and internal structures, and expects to remain apart from the Quebec Federation of Labour, the CLC's provincial organization.

Affiliation also implies a change of name.

This problem of affiliation, the principle of which had been accepted the previous year, was the big question at the seven-day convention. The delegates devoted to it a full day of animated discussion.

The convention also decided to strengthen its professional defence fund by means of a deduction based on average annual income and to reform some of its internal structures. The convention was also marked by the expulsion of a delegate who refused to repudiate a text he had written attacking the leadership of the CCCL, and was saddened by the death of Georges Aimé Gagnon, President of the Printing Trades Federation.

The election of the Executive Committee for 1957-1958 brought practically no change. Gérard Picard was re-elected General President, by acclamation, for a 12th term. There is only one new face on the Executive Committee, that of Daniel Lessard of Thetford Mines in the place of Rodolphe Hamel, who resigned as 6th Vice President.

Théo Gagné, President of the Murdochville local of the United Steelworkers of America (CLC), spoke briefly during the convention, thanking the CCCL for its support of the Murdochville strikers.

## Official Opening

Trade unionism was acclaimed as a factor of order, a promoter of brotherhood and an instrument of freedom by an eminent Quebec province sociologist and professor of theology, Rev. Jacques Cousineau, S.J., who spoke briefly at the official opening of the convention. Father Cousineau has published numerous writings on the labour movement in *Relations*, official review of the Jesuit order.

The opening ceremonies were shortened this year, since the General President did not present his moral report on that occasion, as he usually does, but postponed it until Wednesday afternoon (see below).

The President of the Quebec Central Council, André Roy, welcomed the delegates, numbering about 450 and representing nearly 100,000 Quebec workers.

Two other members of the clergy were also invited to address the convention: Msgr Paul Emile Gosselin, general editor of *L'Action catholique*, a French-language daily published in Quebec City, and Rev. Gérard Dion, the new Director of the Department of Industrial Relations in the Faculty of Social Science at Laval University.

Father Cousineau stated that he believed in trade unionism not only as a priest but also as a sociologist.

"Trade unionism," he explained, "is a factor of order because it teaches all men to respect what is organized. Trade unionism is a promoter of brotherhood because it teaches men to respect mankind and to behave in brotherly fashion towards their fellow beings. Trade unionism is an instrument of freedom because it teaches men to accept responsibilities."

Father Gérard Dion pointed out that the CCCL is an institution that is called upon to play an essential role in the development of the social establishments of Quebec province.

Reminding his listeners that the role of the university is to throw light on contemporary problems, Father Dion praised the co-operation which has always existed between the Faculty of Social Science and

## Death of G. A. Gagnon

The death of one of the delegates, on Thursday evening, plunged the 36th convention of the CCCL into mourning.

Georges Aimé Gagnon of Montreal, President of the Federation of Printing Trades for more than 20 years, passed away suddenly in a Quebec hotel during the convention; he was 49 years of age.

Born at Chicoutimi, Mr. Gagnon was a Vice President of the CCCL at the age of 26. In 1934 he represented Canada at the International Labour Conference in Geneva. In 1951 he was a printing trades delegate in Rome. He was President of the Montreal Central Council from 1940 to 1954 and represented it on the Montreal Municipal Council for a number of years.

He was also President of the Printing Trades Parity Committee and of the Printers' Apprenticeship Commission.

Armand Morin of Ottawa, 1st Vice President of the Federation of Printing Trades, was chosen for the presidency by the board of directors.

the CCCL. "It is with great sympathy," he added, "that we see you manoeuvring through certain difficulties."

Neither the federal nor the provincial Government was represented officially at the opening of the convention. However, His Worship Mayor Wilfrid Hamel of Quebec City welcomed the delegates.

### Msgr Maurice Roy

In his sermon at the mass which marked the opening of the convention, His Excellency Msgr Maurice Roy, Archbishop of Quebec and Primate of the Canadian Church, stated that the Catholic labour movement must have the courage to make its own decisions and accept responsibility for them, and not try to make the Church responsible afterwards.

He explained that the maturing of Catholic trade unionism in the province of Quebec and the complexity of social life now make interventions by the Episcopate less necessary or less opportune and require union members to assume their responsibilities as Catholics more completely.

Msgr Roy preached the sermon on the occasion of a special mass celebrated by Rev. A. Ouellet, Chaplain of the Quebec Central Council.

The Archbishop said:

Perhaps you have had the impression, at times, that the Episcopate was less interested in your union activities because it intervened

less often than you would have liked. If you have let yourself be won over by such sentiments, it is because you have not properly observed the fact that the maturing of your movement and the complexity of social life make intervention on the part of the hierarchy less necessary or less opportune.

Msgr Roy reminded his listeners that, during the first few years of the labour movement in the province of Quebec, the hierarchy and the clergy "had to play a certain temporary role, in addition to carrying out their mission of teaching moral doctrine, by helping the workers, who were inadequately supplied with technicians and leaders at that time, to organize their unions and to find their bearings in the midst of problems which were new to them".

He added that this first growing stage is now over and that the labour movement must accept the obligations arising from its maturity.

Your movement has reached adulthood. The Church is the first to recognize your legitimate freedom to declare yourselves readily with regard to the choice of the means to be taken in the professional field. So you must have the courage to make your own decisions; you must also accept responsibility for these decisions and not yield to the temptation to make the Church responsible, after the event, for steps which it did not dictate to you and which you were right in taking of your own accord.

### The General President

In his moral report to the convention, the General President of the CCCL called on the delegates to study the concrete conditions of affiliation with the Canadian Labour Congress, submitting that the principle of affiliation had been adopted last year.

In a verbal report—the strike at Arvida, in which he was the chief labour negotiator, having prevented him from preparing a final report—Gérard Picard made himself the protagonist of labour unity, which he considers the best means of defending the interests of the workers.

Speaking before the discussion on the report of the labour unity committee began, the General President said that he wished to make clear the point of departure of the CCCL.

"The principle of affiliation of the CCCL with the CLC was decided upon at last year's convention," he said. "The present convention should now study the concrete conditions of this affiliation, with a view to achieving labour unity in Canada. If one or other of the terms should not prove satisfactory to certain delegates, they can express their views during the discussion and the convention will decide."

As for himself, he stated his position unequivocally: "I am prepared to go ahead."

Dealing with the principle of the right of association, Mr. Picard first recalled the difference between the union system in Western Europe and the system found in North America: the first is based on the individual freedom of the worker, the second on majority unions and union security.

Thus, he explained, in France, one single concern may comprise workers belonging to Communist, Socialist and Christian unions. All three will be represented during negotiations. In Canada, on the other hand, only that union which, of the three, has the majority of the workers in the establishment as members may constitute the bargaining unit.

One of the consequences of the North American system, according to the General President, is that it impels labour organizations to seek union security more urgently, the obligation to bargain for all the employees inspiring them to have them all as members, or at least to obtain dues from them.

Another result—one which affects the CCCL in particular—is non-discrimination. How can a Canadian union whose legal duty is to bargain for all the employees have provisions in its constitution which might keep certain workers from becoming members.

"This is a question of conscience for us," said Mr. Picard. "We must give serious consideration to this question, and if we are not willing to adapt ourselves to reality we shall have to fight against our present union system."

### The General Chaplain

The CCCL's General Chaplain, who spoke, according to tradition, half way through the convention, said that he was anxious, in the first place, to congratulate the trade unionists on the courage and vitality they had shown during the strikes at Arvida and Murdochville.

Most of the CCCL members understood, said Rev. Canon Henri Pichette, that the things at stake in the Arvida strike called for their sympathy and their financial support.

He also congratulated the CCCL on having risen above individualism and not having ignored the problems and difficulties "of those who are strangers to us".

"You did not succumb to this temptation," he said, "when it came to taking up a position in favour of those fighting for the recognition of their right of association. You understood that what has been rightly

### Picketing during Convention

Delegates to the convention carried on symbolic picketing for an hour on Friday evening in front of a large Quebec department store.

This was a gesture of protest against the Paquet Company Ltd., which had apparently refused to recognize the union, later found to be a minority union by the Quebec Labour Relations Board, and which had also, they said, laid off some 20 employees for union activities.

The delegates also wanted to protest against the QLRB, which had apparently refused the employees who had been laid off permission to sue the company for illegal dismissal.

called a social crime was being committed at Murdochville, and you reacted with all the strength of your convictions and principles."

Canon Pichette also praised the fact that the CCCL had realized that it must "be in the forefront when it comes to defending truth and fighting injustice".

Most of the General Chaplain's remarks concerned the spiritual life of the Christian engaged in trade unionism; he urged union members not to "let the message of the Gospel grow dim".

"The development of your spiritual life," Canon Pichette concluded, "instead of distracting you from your union duties, will increase your possibilities and make it possible for you to attain greater efficiency."

### Discussion on Credentials

Some 450 delegates, representing more than 200 organizations, attended the 36th convention.

The accrediting of delegates, which is usually a routine matter, gave rise on this occasion to a lengthy discussion which took up all the first morning of the convention, when the President of the Federation of Employees of Municipal and School Corporations objected to the presence of delegates from the Municipal Employees' Syndicate of the City of Montreal.

René Bélanger tried in vain to refuse admission to the representatives of these employees because they had been refusing since February to pay their per capita tax to the Federation. The Syndicate claimed to have adopted this attitude because the Federation had not given it sufficient support during a dispute with the City of Montreal.

However, the convention approved of the decision of the Credentials Committee,



### Text of Resolution on Affiliation

1. The Canadian and Catholic Confederation of Labour officially requests affiliation with the Canadian Labour Congress.

2. The CCCL recognizes that its first obligation, in the event of affiliation, is to conform to the constitution of the CLC and to its policies and regulations, while taking into account, nevertheless, the provisions of the present agreement.

3. From the date of its affiliation, the CCCL shall have the status of a national union affiliated with the CLC. It is agreed that all organizations affiliated with the CCCL shall form part of this national union.

4. In order to avoid any confusion, the CCCL shall choose a name more appropriate for its new status.

5. The CCCL does not permit unfair treatment because of language, nationality, race, sex or religion. It shall abide by this principle in the constitutional amendments to be made on the occasion of its affiliation with the CLC.

6. The CCCL shall retain complete autonomy in everything concerning its doctrinal orientation, its expansion and its internal structure, and the present agreement may not be interpreted as altering its distinctive characteristics or affecting its integrity.

7. Following its affiliation with the CLC, the CCCL shall cease to act as a

central union organization on the national level and shall re-examine the advisability of maintaining its affiliation with the International Federation of Christian Trade Unions (IFCTU). As for its representatives on committees and boards coming under federal (Ottawa) jurisdiction, they shall remain in office, as representatives of the CLC, until completion of their term of duty, or until the CLC has appointed other persons to replace them.

8. The CCCL may hold conventions, in conformity with its constitution, but the resolutions adopted shall be forwarded to the CLC if they concern subjects coming under federal jurisdiction.

9. At the next convention of the CLC, the Executive Council of the CLC undertakes to recommend a fourth vice-president for the province of Quebec.

10. The CCCL shall continue to publish in both official languages its Constitution, its Regulations, its monthly review and its reports and bulletins to affiliated organizations. Moreover, when regular or special conventions are held, a simultaneous translation service of the discussions in both official languages shall be placed at the disposal of all delegates.

11. The rights and privileges of the CCCL recognized in the present agreement can be altered only with the consent of the parties.

since the dispute between the Syndicate and the Federation is now in the hands of a committee of the Confederal Bureau.

### Labour Unity

Following a discussion which lasted all day Friday, and was marked by numerous procedural interventions, the CCCL decided to make an official request for affiliation with the Canadian Labour Congress.

By a small\* majority in a secret vote (204 in favour and 189 against), the convention adopted a resolution which had been truncated by certain contentious elements, but which will, nevertheless, make it possible for the labour unity committee to continue its proceedings with a view of affiliation.

The motion as adopted (*see box, p. 1444*) accepts a number of conditions suggested but rejects others, which implies further negotiations with the CLC. In effect, the CCCL agreed to affiliation on the national level but wants a redefinition of its status on the provincial level.

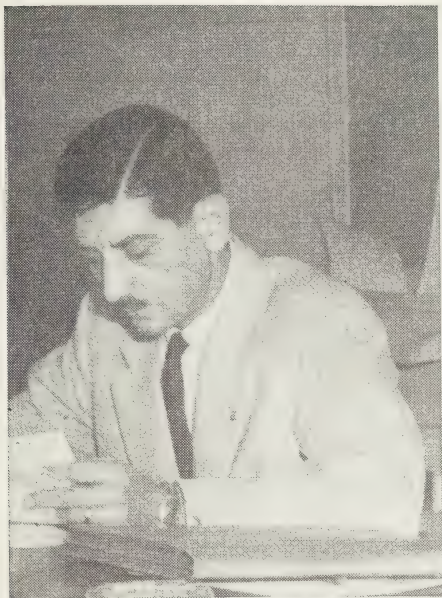
\*A great deal has been published about the size of the majority. However, the vote was taken on a sub-amendment, and not on the main motion; some delegates who favoured the main resolution, for affiliation with fewer conditions, voted against the sub-amendment, and in this way were counted among the opponents of affiliation, whereas in reality they favour more complete affiliation.

The paragraphs in the agreement which the convention decided to leave out dealt with fusion of the central councils, giving up of legislative representations on the provincial level and affiliation of the CCCL with the Quebec Federation of Labour.

The convention also eliminated from the original motion the paragraphs stating that any jurisdictional dispute between the CCCL and an organization affiliated with the CLC "shall be settled according to the procedure provided for in the CLC constitution". On the other hand, it decided to retain the second paragraph, which recognizes the fact that the CCCL must "abide by the constitution of the CLC and by the policy and regulations deriving therefrom".

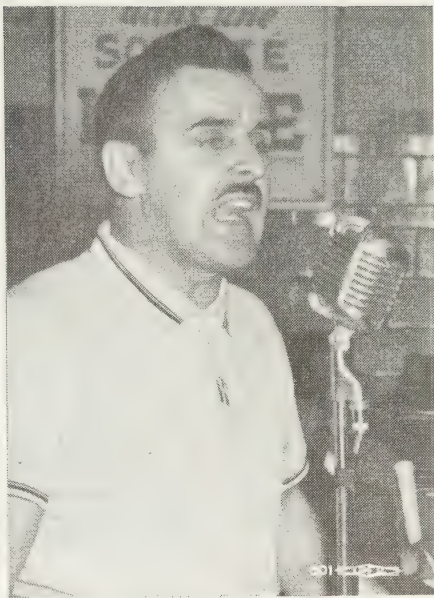
The motion which the committee of nine submitted to the convention on Friday morning was the fruit of its activities in the field of labour unity, in the light of the principle adopted at the 1956 convention (L.G., Nov. 1956, p. 1390).

Scarcely, however, had this resolution been moved by Jean Paul Robillard of the Montreal Journalists' Syndicate, and seconded by Maurice Vassart of the Federation of Chemical Workers, Shawinigan Falls, when André Roy, President of the Quebec Central Council and Assistant Secretary of the CCCL, introduced the following amendment:



**Roger Mathieu**

Presided over affiliation debate



**Adrien Plourde**

President, Metal Trades Federation

That the CCCL request affiliation with the Canadian Labour Congress:

Considering, however, that under present circumstances a large proportion of the locals which make up the CLC belong to International or American unions, this request for affiliation be conditioned as follows:

1. The CCCL shall retain its status as a national and provincial labour organization;
2. The CCCL shall maintain its affiliation with the International Federation of Christian Trade Unions;
3. The CCCL shall remain the exclusive master of its doctrinal orientation, its freedom to expand and all its internal structures.

This motion was attacked soon afterwards by the partisans of affiliation as being contrary to the very principle of affiliation, a denial of the position adopted at the 1956 convention, and, finally, as constituting scarcely more than a cartel with the CLC.

Upon adjournment at noon, no less than 26 delegates had spoken, the balance leaning neither to one side nor to the other.

When the meeting resumed in the afternoon, the CCCL's General Secretary, Jean Marchand, put forward a "referral motion" which, while it repeated acceptance of the principle of affiliation, nevertheless referred the problem back to the labour unity committee for further study and another report to the convention in 1958.

Mr. Marchand's referral motion stated:

1. That the principle of affiliation of the CCCL with the CLC be maintained;

2. That the report of the labour unity committee and the Roy amendment be returned to the labour unity committee for reconsideration;

3. That the labour unity committee be authorized to meet the representatives of the CLC and to continue the negotiations undertaken in the sense of the resolution adopted by the 1956 convention;

4. That a report be made at the next convention on the results of these additional proceedings.

As there is no discussion on a referral motion voting was held immediately and the resolution defeated by 205 votes to 192.

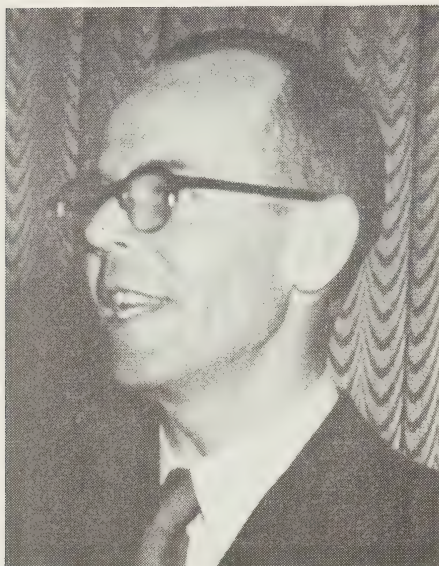
René Gosselin of Granby, President of the National Textile Federation and one of the Vice Presidents of the CCCL, then presented a sub-amendment—a truncated version of the main motion—which carried by 15 votes.

Thirteen delegates took part in the discussion during the afternoon.

Among other factors, the advocates of affiliation mentioned the following:

The professional interests of the Quebec workers are at stake; the aspirations of all Canadian workers are the same; unification will make it possible to give organized workers more and better service; the CLC is autonomous, even if it is made up of organizations which are largely affiliated with American units; it is impossible to achieve labour unity in the country if the CCCL remains outside; labour unity will lead to a really autonomous Canadian





**Gérard Picard**  
12th Term as President

trade unionism; interunion raiding will only increase if the CCCL remains outside; the CCCL will raise its legislative voice, on the national level, through the CLC; and, finally, if the Catholic Farmers' Union was able to affiliate with the Canadian Federation of Agriculture, the CCCL can certainly do as much.

The principal spokesmen for this group were: Gérard Picard, General President of the CCCL; Jean Marchand, General Secretary of the CCCL; Maurice Vassart, organizer for the Federation of Chemical Workers; Adrien Plourde, Vice President of the CCCL and President of the National Metal Trades Federation; René Gosselin, Vice President of the CCCL and President of the National Textile Federation; Jean Paul Robillard, President of the Montreal Journalists' Syndicate; Jean Robert Ouellet, organizer for the CCCL; Marcel Lanouette, business agent for the Montreal Commerce Employees' Syndicate; Yvan Legault, organizer for the Federation of Chemical Workers; Michel Chartrand, organizer for the Montreal Commerce Employees' Syndicate; and S. Ted Payne, Vice President of the National Metal Trades Federation.

Among the arguments put forward by the opponents of affiliation with the CLC, the following were noted:

The CCCL will lose its own characteristics and its integrity; the CLC is made up largely of international unions which receive their instructions from abroad; the CCCL is the only national labour organization in

Canada; the CCCL delegates at the CLC convention will feel swamped; jurisdictional disputes will be to the detriment of the CCCL; the central councils of the CCCL will disappear; the CCCL will have to give up its affiliation with the International Federation of Christian Trade Unions.

The main spokesmen for the group opposed to affiliation were: André Roy, President of the Quebec Central Council; Angelo Forte, Vice President of the CCCL and President of the Clothing Federation; René Perron, Secretary of the Federation of Employees of Municipal and School Corporations; Camille Larocque, business agent for the Montreal Carpenters' and Joiners' Syndicate; Philippe Lessard, President of the Pulp and Paper Federation; Emile Tellier, President of the Three Rivers Central Council; René Harmégnies, Director of the CCCL's Organization Service; and Gérard Poitras, member of the executive of the Printing Trades Federation.

At the close of the discussion, the delegates chose the nine members of the committee that will be charged with continuing unity negotiations with the CLC. These are: Jean Marchand, Quebec; Jean Noël Godin, Montreal, Albert April, Quebec; Adrien Plourde, Arvida; Maurice Vassart, Shawinigan Falls; Camille Larocque, Montreal; S. Ted Payne, Montreal; Roger Mathieu, Montreal; and André Roy, Quebec. The President of the CCCL is an *ex officio* member.

### Report of Confederal Bureau

The CCCL has had a most eventful year. In addition to the very important internal problems for which it has had to try to find a solution, it had to wage a great many battles both in the field of organization and in connection with strikes.

Thus the General Secretary, Jean Marchand of Quebec, introduced his Confederal Bureau report.

The report continued:

The economic position of Canadian workers improved slightly during the year. Wage increases more than made up for the increased cost of living. The industrial employment index improved in relation to last year, but on the other hand the number of unemployed persons looking for work increased considerably.

The General Secretary also pointed out that the CCCL has had to fight to have the workers' right of association respected.

"The union atmosphere in the province is becoming more and more unbreathable," he said, "and it is high time to react against the underhand battle being waged against the free trade unions."



UNION STATISTICS, SHOWING CHANGES  
WITH RESPECT TO THE PREVIOUS YEAR,  
AS AT MAY 31, 1957

Federations	Syndicates	Membership
Barbers—Hairdressers.....	14 + 1	590 + 80
Construction.....	68 + 1	20,486 + 134
Wood Working.....	21 + 1	3,295 + 222
Commerce.....	21 + 1	3,470 — 388
Leather and Shoe.....	15	4,361 + 4
Municipal and School Corporations.....	55 +11	6,003 + 438
Printing.....	26	4,590 + 35
Chemical Industry.....	10 + 3	3,188 + 608
Mining Industry.....	10	4,846 — 94
Metallurgy.....	39 + 3	15,861 + 1,940
Pulp-Paper.....	38	7,794 — 379
Services.....	29 + 3	6,761 + 250
Textiles.....	24 — 1	8,635 — 215
Clothing and Full-fashioned and Circular Hosiery.....	26 + 1	5,606 + 141
	396 +24	95,486 + 2,776
Syndicates directly affiliated with the CCCL.....	46 +13	4,471 + 885
<b>Total.....</b>	<b>442 +37</b>	<b>99,957 + 3,661</b>

In spite of this, Mr. Marchand revealed an increase in CCCL membership, from 96,296 on May 21, 1956, to 99,957 on May 31, 1957 (see box, page 1447).

The General Secretary also pointed out that there have been, during the year, a greater number of strikes. "In the whole history of the CCCL," he said, "this has no doubt been the period most heavily laden with disputes that our movement has ever known."

### Education Service

Having expressed itself last year as being in favour of the principle of a training centre, the convention authorized the Education Service to institute proceedings with other adult education movements with a view to interesting them in the carrying out of such a plan.

According to Fernand Jolicoeur, Director of the Education Service, the establishment of such a training centre would not only favour the CCCL's efforts in the field of adult education, but would also make for a closer approach to other such movements, including white-collar workers, farmers and co-operatives.

The convention also gave its approval to the idea of a workmen's song contest. The songs would recount the struggles of the workers, their real aspirations and the hope they place in their union organization.

The Education Service's report (its ninth) also included an outline of new structures for education committees on the local level.

"Our educational efforts," said Mr. Jolicoeur, "must be aimed not only at training

specialists in union techniques, but also at initiating as many workers as possible into trade-unionism and into economic and social problems."

### The CCCL's Paper

The convention decided to engage a second editor for the publication *Le Travail* and to devote more space to education, to reports on present-day events of union interest, to popular editorials, to news comments and to news of particular interest to union members.

The Executive Committee was also instructed to consider the possibility of setting up, in the province of Quebec, a union daily deriving its inspiration from labour.

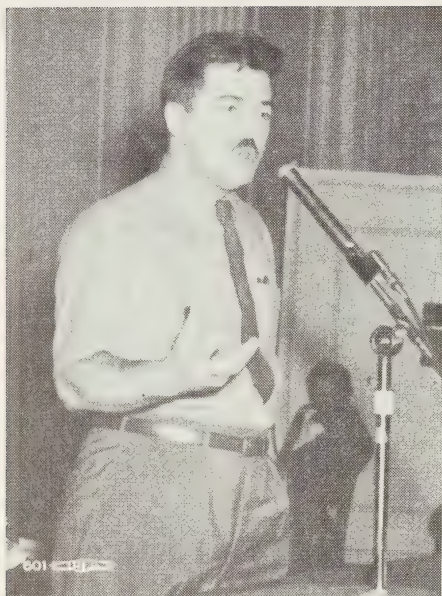
### Structural Reform

Concrete recommendations concerning structural reform, certain basic principles of which had been approved of at the last convention, were submitted to the present convention by a special committee whose secretary was André Roy.

The purpose of this gradual reform is unification of services within the movement, with a view to greater efficiency.

Among the suggestions made by the committee, the convention approved the following:

—The CCCL will ensure services in new districts where there are no affiliated unions at present, in districts where existing unions are not grouped into central councils and in districts served by central councils which would favour such an association with the CCCL;



**Jean Marchand**  
10th Term as Secretary

—The CCCL will also ensure the services provided by federations when the latter are in favour of such unification;

—Regrouping of the federations will be proceeded with gradually on a voluntary basis in the way which was recommended at the last convention (L.G., Nov. 1956, p. 1393).

### Professional Defence Fund

In the light of the costly Arvida conflict, the CCCL decided to increase considerably the amounts paid into the professional defence fund by linking up this per capita tax directly with the annual average wage of the members of the union.

The new scale of contributions, adopted after a rather lengthy discussion, varies from 35 cents per member per month, the amount now levied, to 85 cents for members whose weekly income amounts to \$85.

For unions whose members earn an average of less than \$45 a week, as well as for unions which come under the Act concerning public services and their employees, who are deprived of the right to strike, the contribution remains at its present level—35 cents per member per month.

The new scale is as follows: 35 cents for those earning less than \$45 a week, 45 cents for those earning from \$45 to \$54.99 a week, 55 cents for those who earn from \$55 to \$64.99 per week, 65 cents for those who earn from \$65 to \$74.99 per week, 75 cents

for those earning from \$75 to \$84.99 per week, and, finally, 85 cents per member per month for persons earning \$85 or more per week.

This new formula, it was explained, would bring in about \$600,000 a year to the fund.

The new rates will come into effect on March 1, 1958.

Unions in which the highest wages are paid, including the metal trades, chemical products and mines unions, were the main supporters of adoption of the report, presented by a committee set up especially to study the numerous resolutions dealing with the Professional Defence Fund.

### Expulsion of Delegate

At the end of a dispute that lasted until one o'clock in the morning, the Secretary of the Federation of Employees of Municipal and School Corporations was expelled from the convention for refusing to disclaim a text attacking the leaders of the CCCL.

René Perron of Arvida was barred from attending the Saturday sessions when a resolution repeating the confidence of the delegates in the CCCL leadership and censuring the author of the article for having "falsely and maliciously accused" its leaders was carried by a vote of 154 to 53.

Mr. Perron's text, which was prepared after last year's convention and presented at his Federation's convention in July, was quite widely published in newspapers considered to be "opposed to the CCCL".

### IFCTU Representative

The representative of the International Federation of Christian Trade Unions, with which the CCCL is affiliated on the international level, suggested that consideration be given to deciding whether it might not be advisable, in view of the present situation of trade unionism in the province of Quebec, to have recourse to international procedures through the ILO or the United Nations.

Dr. Gérard Thormann, IFCTU representative on the UN Economic and Social Council's advisory committee in New York, was led to make this suggestion when he found that the question of the right of association had come into prominence among the concerns of Quebec unionists.

"Freedom of association is a natural and inalienable human right," said Dr. Thormann, "a right which is in no wise conferred by the State and which the latter cannot suppress without showing profound contempt for human dignity."

Specifying, however, that the State has a right to protect the public interest against

abuses resulting from any arbitrary employment of rights or the use of methods contrary to moral law, Dr. Thormann also reminded his listeners that the State must be "very careful not to deprive its citizens of rights and freedoms conferred upon them by natural law."

Freedom of association, according to the IFCTU delegate, represents one of the most important ways to defend the professional interests of the workers.

He recalled that Section 2 of Convention No. 87, adopted by the ILO in 1948, states that workers and employers, without any kind of distinction, have a right to set up organizations of their choice and to join such organizations, provided only that they abide by the regulations of these associations.

He also pointed out that there is another special procedure, worked out jointly by the ILO and by the United Nations, which makes it possible for union organizations to lodge a complaint before the international community against violations of the right of association.

"The Christian labour international and its affiliated organizations understand perfectly well," he said, "how important this question of the right of association is for you today in the province of Quebec, and they share your apprehensions on the subject."

## Resolutions

The 36th convention of the CCCL disposed of 80 resolutions, with recommendations concerning federal and provincial legislation as well as the internal management of the movement.

Some of the more important resolutions dealt with the increase in school fees, work on Sundays, automobile insurance and health insurance.

The CCCL called vigorously for substantial increases in grants to universities, as well as complete respect for academic freedom.

At the same time the convention stated that it was in favour of free schooling in the province of Quebec at all educational levels.

The convention decided to exert pressure on the provincial Government to co-operate with the federal Government in the establishment of concurrent legislation with a view to setting up a national health insurance plan and carrying into effect the program of assistance to the unemployed.

With regard to the Labour Relations Act, the delegates asked that the employer be obliged, on the request of a majority

union, to deduct dues free of charge. It was also decided to appeal against a recent decision of the Quebec Labour Relations Board stating that commission salesmen are not wage-earners and that they should be excluded from bargaining units.

Under the Minimum Wage Act and ordinances, the CCCL called for two weeks' vacation after one year's service.

The delegates also expressed themselves as being in favour of a compulsory, State-controlled automobile insurance plan.

The CCCL asked for changes in the federal and provincial Income Tax Acts so that all medical, surgical and hospital expenses, as well as any premium paid for health insurance, could be deducted from taxable income.

The delegates asked the federal Government, among other things, to increase the old age pension; to grant equal importance, when issuing commemorative postage stamps, to all persons and events in Canada's history since its discovery; to nationalize the Bell Telephone Company; to abolish restrictions on credit and mortgage loans; and to maintain the tradition now established of appointing a Canadian Governor General.

The CCCL also expressed the hope that the principle of "equal pay for equal work" might be extended to all non-government concerns coming under federal or provincial jurisdiction.

Finally, in the realm of unemployment insurance, the CCCL asked that benefits be paid when a worker becomes unemployed during the week, without taking into account his earnings for that week; that local offices issue duplicates of unemployment insurance books; and, finally, that an unmarried person who acquires dependents while receiving benefits be able to have changes made in accordance with his new family status.

## Elections

Gérard Picard of Montreal was re-elected General President of the CCCL, by acclamation, for a twelfth consecutive term.

The only new face on this year's executive committee is that of Daniel Lessard of Thetford Mines, who succeeded Rodolphe Hamel, who has retired.

This re-election of the outgoing committee—and only four vice-presidencies were voted upon—was welcomed as an unequivocal vote of confidence.

The General Secretary, Jean Marchand of Quebec, was re-elected by acclamation for a tenth term, while the Treasurer,





**CCCL Executive Committee for 1958—front row (left to right): Jean Marchand, General Secretary; Gérard Picard, General President; Miss Jeanne Duval, 7th Vice President; Canon Henri Pichette, General Chaplain. Back row (same order): Daniel Lessard, 6th Vice President; Emile Hébert, Treasurer; Vice Presidents Angelo Forte (5th), Joseph Parent (3rd), René Gosselin (1st), Adrien Plourde (4th). Roger Mathieu, 2nd Vice President, was absent when the picture was taken.**

Emile Hébert of Shawinigan Falls, also received a third unanimous mandate.

The first three Vice Presidents, René Gosselin of Granby, Roger Mathieu of Montreal and Joseph Parent of Quebec, were re-elected by acclamation.

Adrien Plourde of Arvida defeated Louis Philippe Boily for the 4th vice-presidency, while Angelo Forte of Montreal prevailed

over Michel Chartrand for the fifth vice-presidential seat.

The only newcomer, Mr. Lessard, won the 6th vice-presidency over three opponents—Léopold Brisson, Rosario Gosselin and Evangéliste Moreau.

Miss Jeanne Duval of Montreal was re-elected 7th Vice President, defeating Miss Gisèle Plante.

## 2nd Convention, AFL-CIO Industrial Union Department

More than 450 delegates and observers attended the Second Constitutional Convention of the AFL-CIO Industrial Union Department in Washington October 31 and November 1.

A resolution on trade union fraternity condemned actions by unions in organizing campaigns "to cast doubt upon the good name or basic loyalty to trade union principles of any other affiliate".

Another resolution unanimously adopted called for arbitration of unsettled jurisdictional disputes arising between industrial

unions and building trades craft unions. It proposed the adoption of a formal procedure terminating in final and binding arbitration for resolution of specific work jurisdiction disputes between the two types of unions.

Walter P. Reuther was re-elected President of the Department and James B. Carey returned as Secretary-Treasurer, both by acclamation.

There are now 71 unions affiliated with the Department, with a combined membership in excess of 7.2 million.

# 2<sup>nd</sup> Annual Convention of B.C. Federation of Labour

**Delegates vote 4 to 1 to give official support to CCF in the province  
Meeting demands stepped-up program of public works to offset rising  
unemployment and calls for higher unemployment insurance benefits**

Delegates to the second annual convention of the British Columbia Federation of Labour, who numbered about 300, voted by a majority of four to one in favour of giving official support to the CCF in the province. A recommendation that the Canadian Labour Congress should support the CCF on a national scale was, however, given up in favour of one that approved efforts to bring about the unification of all groups pledged to support the Federation's political program.

The convention, held in Vancouver at the end of October, also demanded a stepped-up program of public works to offset rising unemployment. Other resolutions called for: higher unemployment insurance benefits; extended seasonal benefits; an increase in the allowance for unemployed employables, fully paid by senior governments; and the establishment of local union unemployment committees, to be co-ordinated by labour councils.

Support of the CCF in the province was opposed by some delegates on the ground that Labour should keep out of politics, and that such action would divide the labour movement. Others also opposed the motion; but on the ground that support of the CCF by Labour alone would be ineffective, and that other groups such as farmers and co-operatives should be included in the formation of a new farm-labour party.

The feelings of the majority were summed up by George Pembleton of the United Papermakers, who said: "We have a party that supports Labour already. It would take years to get another party into operating condition." Another delegate, Jack Moore of the International Woodworkers, said, "Vote against this motion and you will leave the workers in a political vacuum."

Bill Stewart of the Marine Workers and Boilermakers, opposing the motion, said that the CCF alone did not have the popular support to win an election. Sid Thompson of the IWA advocated caution. "This is going to divide the union movement down the middle," he said.

The vote came after delegates had considered the report of a special committee established by the previous convention to meet the Farmers' Union, the co-operative movement, and the CCF for the purpose of considering the political situation in the provinces, and to bring in recommendations on political policy to this year's convention.

Only the CCF had accepted the invitation to discuss the political situation in the province with the committee. The Farmers' Union and the co-operative movement had expressed willingness to continue to work with the Federation on economic matters, but had declined to take political action.

The delegates approved a four-point policy which authorized the expansion of the political education program; declared that the Co-operative Commonwealth Federation deserved the support of B.C. workers; instructed the BCFL Political Education Committee to continue efforts to bring together representatives of interested groups who support the Federation's legislative program; and stated that the BCFL would continue "to work amicably with whatever government is in power" and noted that the labour movement "must always be free to formulate and advocate its own policies".

## **Re-entry of Expelled Unions**

Another resolution, which was unanimously passed by the delegates, urged that Communist-dominated unions should be allowed to come back into the labour movement if they promised to behave themselves. The Canadian Labour Congress was urged to "review the situation", since the original reasons for expulsion of the unions "have become clouded".

The resolution suggested that the expelled unions should apply for admission to the CLC "in good faith" and promise to abide by the constitution of the Congress, which enjoins on member unions the duty of promoting the interests of Canadian workers and of refraining from raiding other unions.



A radical departure from previous policy was that the resolution did not stipulate that the unions concerned should drop Communist leaders as a preliminary condition of re-admission.

### **President's Address**

W. M. Black, President of the Federation, in his opening address suggested as a means of alleviating the unemployment situation in the province a marshalling of the labour forces of B.C. in pushing the necessary development of the country.

"Roads must be built," he said; "streets must be widened. We are in need of public buildings. Twenty thousand homes are needed to house the people who are now homeless or living in substandard housing. There should be an extension of projected irrigation projects and of dyking projects, of hospitals and of schools."

He expressed concern about an immigration policy that apparently ignored the basic laws of supply and demand operating in a free enterprise economy.

### **Claude Jodoin**

A warning that unions that had been expelled for Communist activity would not be re-admitted to the CLC until they could clearly establish by word and action that they adhered to the principles, aims and constitution of the Congress was given by CLC President Claude Jodoin in his address to the convention.

These unions must also, he said, show clearly that they condemned the situation in Hungary, that they gave whole-hearted support to the ICFTU, and that they were no longer controlled by Communists or Fascists.

"To all those who are not duly affiliated with the Canadian Labour Congress the door is always open provided they will abide by the constitution and the principles of the Canadian Labour Congress," Mr. Jodoin asserted.

He spoke scathingly of the Canadian Bar Association for their criticism of union security provisions. "What I find fantastic and extraordinary is that the Canadian Bar Association, which is criticizing union security, has the best closed shop in Canada," he said.

Mr. Jodoin was also strong in his denunciation of the Canadian Chamber of Commerce, which he accused of wanting the government to interfere with Labour while opposing interference by government in business, in utilities or in the exploitation of our natural resources. "You can't have free enterprise without free trade unionism," he declared.

If some of the independent unions now clamouring for re-entry into the CLC would say that they favour the ICFTU and its aims, the speaker said, he would feel that they had shown their support for the objectives of the Congress.

### **Hon. Lyle Wicks**

The British Columbia Government's labour record was defended by Labour Minister Lyle Wicks, who addressed the convention. Mr. Wicks said that more applications for union certification had been processed in the province this year—651 in seven months—than in any previous year.

### **Resolutions**

A group of some 15 delegates attacked the Wenner-Gren project in northern British Columbia as "the cheapest real estate deal in the history of the province". A special report described the Wenner-Gren agreement as "a \$12.50-per-square-mile option on 40,000 square miles of valuable property in northern B.C." and recommended that the area should be surveyed by the provincial Government.

An emergency resolution was passed condemning "remote control" collective bargaining methods of firms which have head offices in Eastern Canada or in the United States, and demanding an investigation by the CLC.

The demand for investigation by the CLC followed an hour-long demonstration in which the leaders of three striking unions contended that it was impossible to negotiate properly with firms whose head offices were situated at a distance from the province.

Other resolutions passed by the convention approved: the freeing of trade with Communist China, a request for amendment of the Lord's Day Act, international control of nuclear weapons, a request that the federal Government should make available more money at low rates of interest for home construction, and payment of unemployment insurance benefit to workers laid off after refusing to cross a striking union's picket line.

Robert Strachan, provincial CCF leader, spoke in favour of a province-wide plebiscite on the question of Sunday work and sport, and the convention approved a resolution asking for a series of municipal plebiscites on the issue.

The Federation expressed support of the United Nations, and recommended that the CLC should urge the Government to appoint its president, Claude Jodoin, a full member of Canada's delegation to the General Assembly.

*(Continued on page 1459)*



# National Rehabilitation Association

More than 1,000 members and delegates, including group from Canada, attend national conference; the theme was "Horizons in Rehabilitation"

Broader attitudes and a more extensive effort to provide co-ordinated services to disabled individuals was urged by the retiring president of the National Rehabilitation Association, O. F. Wise, at the national conference of the organization, held in Minneapolis, Minn.

Mrs. Vivian Shepherd, Missouri, was elected to succeed Mr. Wise.

More than 1,000 members and delegates, including many from Canada, attended the meeting, the theme of which was "Horizons in Rehabilitation".

Miss Mary Switzer, Director of the U.S. Office of Vocational Rehabilitation, cautioned delegates against the temptation when dealing with the handicapped to include too much in related fields, such as delinquency and maladjustment, before the basic work of caring for the severely disabled is firmly established.

Among Canadians at the conference were: Bruce McKenzie, Department of National Health and Welfare; Steve Sparling, Executive Director, Society for Crippled Children and Adults; Walter N. Boyd, Manitoba Provincial Co-ordinator of Rehabilitation; and Noel Meilleur, Assistant National Co-ordinator of Civilian Rehabilitation.

Rehabilitation as a social force was described by Hon. Orville Freeman, Governor of Minnesota, who stressed the need for sound public education and strong political action in order to obtain vital financial support. "Public interest in good rehabilitation services is readily aroused, but in the final analysis public resistance towards paying taxes is too often the deciding factor..."

Dr. Frank Krusen, Mayo Foundation, stressed the important contribution of medical rehabilitation, stressing the need for real teamwork between doctors and public in this vital aspect of rehabilitation.

The training of social workers in rehabilitation, described in a paper by Miss Helen Yesner, University of Minnesota, was discussed by Canada's Bruce McKenzie.

Kathern Gruber, Assistant Director, American Foundation for the Blind, was chairman of a panel discussing various phases in the education and training of

handicapped persons. Views of government, industry, organized labour and the worker were heard.

Accomplishments of a research project carried out in Kansas City, Miss., were outlined by Dr. W. D. Bryant, while E. B. Whitten, Executive Director, National Rehabilitation Association, urged members to forget professional emphasis on one rehabilitation aspect or another in favour of an integrated effort by all members of the rehabilitation team in unity and partnership with all members of the community in which they serve.

Dr. E. H. Rynearson, Mayo Clinic, described doctors, patients and the growth of medical care for disabled persons, based on his experience at Rochester.

"Horizons in Employment of the Handicapped," were outlined by Major-General M. J. Maas, Chairman, President's Committee on Employment of the Physically Handicapped.

\* \* \*

A more intensive search into the most serious disabilities that affect the population of the United States is under way.

The Office of Vocational Rehabilitation has received from Congress an appropriation of \$3,600,000 to cover projects. In the previous fiscal year the sum granted was \$2,000,000.

During the last fiscal period, the organization studied epileptics, cerebral palsy sufferers, the mentally retarded and the disabled having emotional problems.

The new funds will be devoted to continuing projects and new demonstration projects designed to put to practical use the result of research already done.

\* \* \*

A vocational rehabilitation centre and classrooms for groups with special problems is being planned for Saskatoon, Sask. The provincial Government will contribute \$100,000 towards the project, while \$66,000 and \$35,000 will be added, respectively, by the Saskatoon Kinsmen Club and the Saskatchewan Council For Crippled Children and Adults. The building is in the planning stage.

## Canada Elected to United Nations Commission on the Status of Women

Mrs Harry S. Quart, MBE, member of Canadian delegation to twelfth session of U.N. General Assembly, named Canada's representative on Commission. Canada's three-year term will begin on January 1, 1958

Mrs. Harry S. Quart, MBE, currently serving as a representative on the Canadian delegation to the twelfth session of the United Nations General Assembly, has been nominated as a representative from Canada on the United Nations Commission on the Status of Women.

The Commission, to which Canada has been elected for a three-year term, effective January 1, 1958, is an 18-member functional commission of the Economic and Social Council.

\* \* \*

"Women the world over are helping to advance the social, economic and political status of their nations," Mrs. Alice K. Leopold, Assistant to the U.S. Secretary of Labor for women's affairs, recently told members of the National Council of Negro Women at a Washington meeting.

"In other countries, as well as in the United States," she said, "there is a growing recognition that women possess talents and abilities that can be utilized in every area of a nation's interest..."

"The high goals of women on the international scene are reflected in the objectives of women's and civic organizations, and in the service of women on international commissions and in the diplomatic corps..."

In 1956 more than half the women in the labour force in the United States were married and living with their husbands, according to a Special Labor News Memorandum published recently by the New York State Department of Labor. In New York State the proportion of the labour force made up of women in this category was somewhat smaller than for the country as a whole. Figures for 1956 are not given; in 1950, however, 39 per cent of the women in the labour force in the state were married, compared with 48 per cent in the U.S. as a whole.

"Although today women are entering every major occupation, yet the mass of women workers are still to be found in the jobs that were women's jobs 30 or 40 years ago," the publication says. "In 1950 one half of all women workers in New York State were either stenographers,

typists, or secretaries, clerical workers, operatives in apparel plants, private household workers, sales clerks, or teachers. Three quarters of the employed women were concentrated in 20 occupational groups. Most women, moreover, were in occupations dominated by women."

Quoting figures published by the U.S. Bureau of the Census, the Memorandum says that 12.6 per cent of all employed women in the state in 1950 were stenographers, typists, or secretaries; and that in these occupations 94.4 per cent of the workers were women. For clerical and kindred workers the corresponding percentages were 10.6 and 45.9 respectively; and for operatives, apparel and other fabricated textile products workers, 9.6 and 69.3 per cent respectively. Private household work absorbed 7.1 per cent of all employed women, and women constituted 93.5 per cent of all workers in such occupations.

Between 1940 and 1950 the proportion of all employed women engaged in clerical and kindred work increased from 27.0 to 32.3 per cent; while the proportion engaged in service, including private household work, dropped from 24.8 to 16.0 per cent.

\* \* \*

There will be some 35,000,000 women in the United States labour force by 1965, predicts Secretary of Labor James P. Mitchell, and they will become more important to the working force each year, he believes.

By 1965, he feels that half of all women will be holding jobs outside their homes. In 1955, the total female labour force was 28,000,000. The figure takes into account part-time and full-time workers.

The Women's Bureau was established to help bring about a better understanding of the problems of women workers and their jobs and to promote good labour standards in all fields of women's employment. It studies the particular problems of women workers and publishes the results of such studies, and makes available information regarding occupational opportunities for girls and women.

## 50 Years Ago This Month

Wage cuts reported in some parts of Canada in November 1907. Ottawa pressmen had hours reduced from nine to eight a day. Construction of transcontinental railway proceeding, providing work through winter

Some reductions in wages occurred in certain industries in some parts of the country during the early part of November 1907. Most of these reductions appear to have been due to a seasonal falling off in demand for labour, according to the *LABOUR GAZETTE* of December that year.

Employees in the lumber camps of the Ottawa Valley had their wages reduced by from \$5 to \$10 a month, some factory employees in Brantford who had been getting \$1.50 a day had their pay reduced to \$1.35 a day, and mica pickers and trimmers in the Ottawa district had their wages reduced in some cases from a rate of 16 cents a pound to 12 cents a pound.

Employees in shipyards at Victoria had the scale for new employees reduced by \$1.50 a week, and 35 fitters employed by the Quebec Gas Co. had their wages reduced to \$2.50 a day instead of the \$3.25 they had been getting for a day of 10 hours.

On the other hand, 500 yardmen employed by the Grand Trunk Railway Company east of the St. Clair and Detroit rivers gained an increase of 12 per cent, dating from November 1. Lock tenders, carpenters and bridge tenders employed on the Welland Canal were granted an increase of unspecified amount, and 100 scavengers employed by the City of Toronto received an increase to \$2.25 a day from their former wage of \$2 per nine-hour day, dating from December 15.

Twenty-five pressmen, press feeders and bindery workers employed by the Ottawa Free Press Co. had their hours reduced to eight instead of nine, but no mention is made of an increase in hourly rates.

Railway construction, which had been hampered for some time past by shortage of labour, absorbed a considerable number of those laid off in other industries, and it was stated that the work "promises to be very active throughout the winter".

A report on the inquiry into the losses sustained by Japanese residents in the riots that had occurred in Vancouver early in September was sent to the Secretary of State by W. L. Mackenzie King, Deputy Minister of Labour, early in November.

Mr. King, who had been appointed commissioner to conduct the inquiry, estimated that a sum of \$9,036 would be a fair assessment of the total losses, which had been put at \$13,576.25 by the claimants. Payment of the sums recommended was authorized by an order-in-council.

The Japanese Consul declined to accept a sum of \$1,600 which Mr. King had recommended should be paid to the Japanese Consulate as compensation for legal and other expenses incurred by the Consulate in estimating and presenting the claims on behalf of the Japanese in Vancouver.

At the conclusion of a letter to Mackenzie King, in which he expressed his satisfaction with the way in which the Canadian Government had dealt with the matter, the Japanese Consul said: "You may assure your Government of my grateful acknowledgement of their generous course, a policy which I am sure will make for an increase of good feeling between our peoples."

The *LABOUR GAZETTE* gives an account of an action brought in a Winnipeg court by a firm of master plumbers against the secretary of a local of the Journeymen Plumbers' Union. In this action the secretary was ordered by the court to produce the minute book of the local. This the secretary refused to do, on the ground that the executive of the union would not allow him to do so.

In consequence of this refusal the union official was prosecuted for contempt of court, and was again ordered to produce the book. As the book still failed to appear the secretary was sent to jail, as the *LABOUR GAZETTE* reported, "until he should have purged his contempt". Finally the secretary's mother admitted that she had burned the book, without her son's knowledge, thinking that, in the words used by the *GAZETTE*, "it would save a lot of trouble".

The *LABOUR GAZETTE*'s report of the case ends with the following paragraph:

"Ultimately an order was made for the official's discharge upon payment of the costs, which will be \$400. During the hearing of the motion an interested union man in court stuck out his tongue at plaintiff's counsel, and was fined \$10."



# INTERNATIONAL LABOUR ORGANIZATION

## 6<sup>th</sup> Session, Iron and Steel Committee

Agrees that safety of workers has priority over production interests, everyone must comply with safety laws and rules respecting protection against accident, joint consultative safety committees should be set up

Safety of workers must have priority over production interests, and management must take the lead in organizing safety and ensuring that the work of the safety organization is carried out efficiently by managerial and supervisory staff, the ILO Iron and Steel Committee\* asserted at its sixth session, held in Monterey, Mexico.

Workers, employers and representatives of the governments of 19 countries—including Canada—attended the conference, which considered the promotion of safety in the iron and steel industry, and the conditions of work and social problems in the industry of countries in the course of being industrialized.

Canadian delegates to the conference were as follows:

*Government*—J. B. Lane, Labour-Management Research Division, Economics and Research Branch, and P. E. Salter, Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour.

*Employer*—T. J. Metayer, Manager of Industrial Relations, Dominion Bridge Company Limited, Montreal; W. L. Monck, industrial relations officer, Trenton Steel Works Limited, Trenton, N.S.

*Worker*—Eamon Park, legislative representative, United Steelworkers of America (CLC), Toronto; Larry Sefton, Director, District No. 6, United Steelworkers of America (CLC), Toronto.

Among resolutions adopted by the Committee were the following:

—Laws and safety rules respecting protection against accident must be strictly complied with and observed by all concerned;

—Joint consultative safety committees should be set up in all undertakings in the iron and steel industry where they do not

already exist. Such committees should be composed of responsible representatives of management, and workers' representatives chosen within the undertaking by the workers themselves;

—Every effort should be made to improve accident prevention measures by paying increased attention to improving methods of work and the design and layout of plant. It should be recognized that hours of work, rest periods and fair work loads on individual jobs may be important factors in any accident prevention program;

—Every effort should also be made to ensure the constant use of protective equipment, training in safety and the diffusion of safety information and propaganda;

—Further development and improvement of industrial safety must be ensured by: promoting research into the prevention of accidents and occupational disease; promoting the manufacture of all kinds of protective equipment, where necessary; appointment by management of adequately trained supervisors; promoting and developing measures for training by modern teaching methods in the duties relating to accident prevention and providing information on the subject, this training to be provided for young workers and trainees and for accident officials during working time, as well as for charge hands and foremen and managerial personnel;

—In addition to co-operation and organization at the plant and industry levels, there must also be appropriate legislation, reviewed and revised from time to time, by national or state government, as appropriate, which must also provide for adequate enforcement and inspection by suitably qualified staff;

—Accident statistics and particularly statistics of the causes of accidents should be improved and extended as a necessary part of the general safety campaign, and

\*One of the ILO's Industrial Committees inaugurated in 1945 to deal with the particular problems of some of the most important international industries.

all accident statistics should be co-ordinated at the international level in order to ensure uniformity in utilization and the drawing of conclusions in the interests of improved accident prevention in all countries;

—International co-operation in respect of accident prevention is desirable between member countries in the ILO and between the ILO and other international organizations both governmental and non-governmental.

It would be desirable for the ILO to intensify its activities relating to occupational safety and health and to keep under review the Model Code of Safety Regulations, the Committee reported.

The development and operation of a steel plant in an underdeveloped area gives rise to a number of social problems, the Committee stated. "Technical and economic planning of new steel plants should always be accompanied by social planning, in order that the development of the steel industry in the countries in the course of industrialization should be carried out in such a manner as to ensure that the workers concerned will work under good

conditions, and that a community should develop around the steel industry in the countries concerned, in as pleasant an environment as possible, with all the reasonable and necessary social amenities."

The Committee also pointed out that good industrial relations are just as important as good industrial equipment. There is ample evidence that free and independent organizations of employers and workers make a valuable contribution to increasing productivity.

Countries represented by delegations at the Committee sessions, in addition to Canada, were: Austria, Belgium, Brazil, Chile, China, Federal Republic of Germany, France, India, Italy, Japan, Luxembourg, Mexico, The Netherlands, Sweden, Union of South Africa, United Kingdom, United States and Yugoslavia.

The USSR sent an observer to the meetings, as did the European Coal and Steel Community and various international organizations of employers and workers.

S. T. Merani, the representative of the Government of India on the ILO Governing Body, presided over the meetings.

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## 137<sup>th</sup> Session of the Governing Body

The Governing Body of the International Labour Organization at its 137th Session decided:

—to create a new committee on forced labour;

—to adopt the conclusions of its Freedom of Association Committee in 16 cases of alleged violations of trade union rights;

—to add three new items to the agenda of the 1959 session of the International Labour Conference.

The Governing Body, which is composed of representatives of 20 government members, 10 employer members and 10 worker members, met at ILO headquarters from October 29 to November 1.

The new committee on forced labour will continue the work of the *Ad Hoc* Committee on Forced Labour which held its second and final session in April 1957.

The task of the previous Committee had been to analyze the data received by the ILO on the use and extent of forced labour throughout the world and to submit its conclusions to the ILO Director-General.

The new committee's work will be reviewed in 1960.

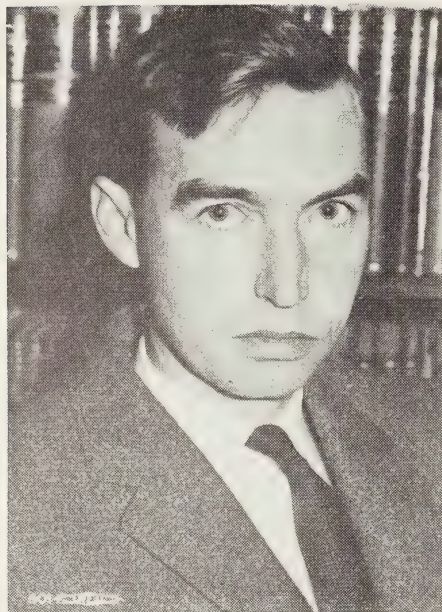
The conclusions and recommendations of the Governing Body's Committee on Freedom of Association in 16 cases were

approved. Conclusions in the cases of Spain, Guatemala, France (Algeria), Greece, Cuba, United Kingdom (Cyprus and Northern Rhodesia), Hungary and the USSR will be communicated to the governments concerned. The cases of complaints about Iran, Burma, the United States and Greece (a joint case), Argentina, and one of the two cases relating to Greece alone were considered as not calling for further examination.

The Governing Body also decided to add three new technical questions to the agenda of the 1959 session of the International Labour Conference; the protection of workers against radiations; collaboration between public authorities and employers' and workers' organizations at the industrial and national level; problems of non-manual workers, including technicians, supervisory staff, etc.

On the last question, the Conference will hold a general discussion rather than proceed to establish the text of an international instrument.

Fixed items on the agenda will be: Report of the Director-General; Financial and Budgetary Questions; Information and Reports on the Application of Conventions



and Recommendations. Two items are likely to be carried over from the 1958 session: Organization of Occupational Health Services in Places of Employment; Conditions of Work of Fishermen.

## Montreal Man Named ILO Division Chief

Robert W. Cox, Executive Assistant to ILO Director-General David A. Morse, has been named Chief of the Special Research and Reports Division of the ILO, effective from January 1, 1958.

Mr. Cox was born in Montreal in 1926. He obtained the degree of Bachelor of Arts at McGill University in 1946, was the holder of the Tagge Fellowship at McGill in 1946-47, and obtained his Master's degree in 1947. That same year he joined the ILO, when its headquarters were in Montreal, and moved with it to Geneva in 1948.

## ILO Studies Conditions of Nursing Personnel

In a number of countries, hospitals and health services experience a marked shortage of personnel, particularly nurses.

According to the professional organizations concerned, one of the chief causes of this shortage is that the conditions of work of nursing personnel have not kept pace with scientific progress. These organizations maintain that only the granting of fair conditions of work, comparable at least to those of other categories of employees, particularly with regard to hours of work and salaries, could remedy the present dissatisfaction in the nursing profession.

In April this year the Advisory Committee on Salaried Employees and Professional Workers adopted a resolution noting that shortage of hospital and nursing staff could be attributed in part to dissatisfaction with their conditions of work and employment. It asked that the International Labour Office undertake, at the earliest possible moment, a study of the general conditions of training and employment of salaried non-medical hospital and health service staff.

Partly to implement this resolution and partly to meet requests emanating from the international professional organizations concerned, the ILO has begun a study on the conditions of work and employment of nurses.

This inquiry, which is the first of its kind to be undertaken on the international plane, will be as complete as possible and will include a study of all aspects of employment and working conditions of nurses. It will cover contracts of employment, methods of collective bargaining, hours of work, holidays with pay, salaries, problems of transfer and promotion, health protection, social security, pensions, etc. It will also deal with questions of recruitment, including methods of recruitment, vocational training and placement services, as well as the economic and social status of nurses. The ILO will also seek to assemble general information on the functions of nurses, on the qualifications required for them, and on their professional organizations.

The results of this study will form the subject of a report which will serve as a working paper for an *ad hoc* meeting of experts which the ILO intends to convene during the second half of 1958. This meeting will be charged with formulating recommendations concerning the conditions of employment of this category of workers and future ILO activity in this field.

From the outset of the inquiry, the ILO has entered into consultations with the World Health Organization, notably with regard to the professional qualifications of nurses, and with the professional organizations concerned.



## **ILO Publishes Record of Canadian-led Discussion at 40th Conference**

The record of the informal discussion on the role of government in the field of labour-management relations, held in connection with the 40th International Labour Conference last June (L.G., Aug., p. 965), has now been published by the ILO as Bulletin No. 1 in a new Labour-Management Relations Series.

The Canadian government, employer and worker delegates were chosen to lead off the discussion.

A reference to the discussion on page 961 of the August issue stated that the chairman of the panel was U.S. Secretary of Labor James P. Mitchell. Because of illness in his family, Mr. Mitchell was unable to remain in Geneva and the chairman's duties were assumed at the last moment by Rt. Hon. Harold E. Holt, Australian Minister of Labour and National Service, who was President of the 40th Conference.

The new ILO Bulletin is available in French and English.

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## **Fourth Asian Regional Conference**

The need for strong, responsible and democratic trade unions and employers' organizations was stressed in a report on labour-management relations adopted at the fourth Asian Regional Conference of the International Labour Organization last month. The USSR abstained from voting on the report.

The report called for the promotion of collective bargaining in accordance with local conditions and for the provision of machinery for the settlement of disputes. Discrimination based on race, religion, nationality, language or colour should be removed. Labour leaders should be recruited among the workers themselves.

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## **Malaya Becomes 79th Member of ILO**

The Federation of Malaya last month became the 79th member of the International Labour Organization.

The Government of the Federation declared that it accepted the obligations of membership according to the ILO Constitution. Under its provisions, member

countries of the United Nations may become members of the ILO simply by accepting formally these obligations.

The newly independent Federation of Malaya became a member of the United Nations on September 17.

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## **B.C. Federation of Labour**

*(Continued from page 1452)*

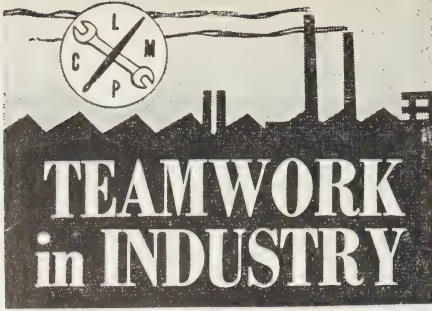
A resolution was approved which condemned the efforts of anti-labour elements "to use the U.S. Senate Investigation Committee as a basis for advocating restrictive labour legislation". In the discussion on this question, however, two of the delegates strongly urged that the entire labour movement should be cleaned from top to bottom.

Full support was pledged by the Federation to the Provincial Employees' Association, which was then negotiating with the provincial Government for collective bargaining rights.

The convention requested that all workers in B.C. should be covered by the Semi-monthly Payment of Wages Act, and that amendments should be made to the Annual Holidays Act to guarantee all workers two weeks' holiday with pay.

### **Elections**

William Black of the B.C. Hospital Employees Union was re-elected President of the Federation. Chosen Vice Presidents were Joe Morris, Vic Midgeley, Bob Smeal and Pat O'Neil.



Labour-management co-operation through a joint labour-management committee is an established part of employee-employer relations at the Weatherhead Company of Canada's St. Thomas plant. The committee organized through the efforts of management and Local 1084 of the International Association of Machinists (CLC), the bargaining agent representing employees, has 11 members. Seven members represent the employees, and four represent management. Meetings are held monthly. The company Personnel Manager acts as chairman and secretarial services are provided by management.

Discussing the committee's work in helping to improve production efficiency, General Superintendent Dave Torrents and Personnel Manager Lawrence Morley said that the committee has been "a big help" in this respect.

The company produces some 2,500 different individual items and attention to seemingly small details is very important to maintain efficiency and top quality. Mr. Morley said that regular meetings have been important in emphasizing production details which might otherwise be neglected.

Both management representatives agreed that in their particular plant the two big advantages of a labour-management committee are as a morale builder and as a two-way information channel between management and employees. They credited the labour-management committee with being instrumental in helping to build and maintain the excellent management-employee relationship at the plant. The opportunity for regular discussions on plant problems has benefited both management and labour.

Joint consultation has also been an important factor in the plant's excellent safety record. The company and its employees have just received a certificate and plaque from the Industrial Accident Prevention Association for reaching 1,020,000 man-hours worked without a lost-time accident. Safety at the plant has long been a matter of joint co-operation.

As a token of appreciation to the employees for compiling such an excellent safety record, the company invited all employees to a supper dance. Writing on the affair, the *St. Thomas Times Journal* said, "Attainment of the one million accident-free

hour mark by employees of the Weatherhead Company of Canada, St. Thomas, was marked by the Industrial Accident Prevention Associations.

"At a dinner at the Stork Club, Gordon R. Stevens, Toronto, on behalf of the Association presented an Achievement Plaque and lauded the employees for their unusual record.

"The previous record reached was that of 165,000 hours. On October 19, 1955, the long, careful effort to shatter this mark began. Lawrence Morley, Personnel Manager, had close co-operation of senior company officials in preparing the groundwork for an intensive safety campaign. A plant committee made up of 11 members took charge of safety education."

In extending the congratulations of the City of St. Thomas to the company and its employees, Mayor John Sterling said, "To make people safety-conscious isn't an easy thing. I congratulate you for your great contribution to St. Thomas."

One of the most active committees in the Canadian National Railways Union-Management Co-operative Movement is at the Motive Power Shops in Stratford, Ont. This committee, one of the first to be formed under the Co-operative Movement, has played an important part in helping to maintain a high level of productive efficiency in the Stratford Shops.

Labour is represented on the committee by seven members, one from each of the seven major craft unions representing the employees. Management representatives include the superintendent and supervisory staff from the major shop departments. Meetings are held monthly and both management and labour are proud of the record of continuity that has been established over the years.

The Shops' principal work is motive equipment repair and there is also some manufacturing of parts. A member of management has pointed out that committee recommendations have played an important part in improving efficiency and maintaining production. He said that the high degree of labour-management co-operation fostered by the committee has had a definite influence on increasing productive efficiency in the Shops.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during October. The Board issued six certificates designating bargaining agents, ordered two representation votes, granted one of two applications for revocation of certification and rejected the other. During the month the Board received seven applications for certification and allowed the withdrawal of four applications for certification. The Board also received one request for review of an earlier decision.

### Applications for Certification Granted

1. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel, including pilots, employed by the Northern Transportation Company Limited, Edmonton, Alta., (L.G., Aug., p. 968).

2. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel, including pilots, employed by the Yellowknife Transportation Company Limited, Edmonton, Alta. (L.G., Aug., p. 968).

3. National Union of Operating Engineers of Canada, Local 850, United Construction Workers' Division of District 50, United Mine Workers of America, on behalf of a unit of stationary engineers employed by Central Mortgage and Housing Corporation at its Benny Farm Housing Project, Montreal (L.G., Oct., p. 1206).

4. Ottawa Atomic Energy Workers, Local No. 1541 (CLC), on behalf of a unit of mechanical appliances production workers employed by Atomic Energy of Canada Limited in its Commercial Products Division at Ottawa (L.G., Oct., p. 1206).

5. Local 1554 of the Canadian Labour Congress, on behalf of a unit of employees of Northspan Uranium Mines Limited, Elliot Lake, Ont. (L.G., Nov., p. 1318).

6. Local No. 139-G, United Construction Workers' Division of District 50, United Mine Workers of America, on behalf of a unit of building service employees of the

Central Mortgage and Housing Corporation employed at its Benny Farm Housing Project, Montreal (L.G., Nov., p. 1318).

### Representation Votes Ordered

1. International Longshoremen's and Warehousemen's Union, Local 512, applicant, and Empire Stevedoring Company Ltd., respondent (dock machine operators, Canadian Pacific Steamships docks, Vancouver) (L.G., March, p. 311) (Returning Officer: D. S. Tysoe).

2. International Association of Machinists, applicant, and Maritime Central Airways Limited, respondent (ground service employees at Charlottetown, P.E.I., Moncton, N.B., Montreal, Que., Frobisher, N.W.T., Goose Bay and Gander, Nfld.) (L.G., Oct., p. 1206) (Returning Officer: H. R. Pettigrove).

### Application for Revocation Granted

The Board granted an application for revocation of certification, following the taking of a representation vote, affecting Thomas A. Willis, *et al*, applicants, National Association of Broadcast Employees and Technicians, respondent, and Kawartha Broadcasting Company Limited, Peterborough, Ont., respondent (Radio Station CHEN) (L.G., Oct., p. 1205).

### Application for Revocation Rejected

The Board rejected an application for revocation of certification, following the taking of a representation vote, affecting Fred McShane, N. H. Treanor, J. McCrie

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.



and L. Rampen, applicants, the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, respondent, and the Canadian Broadcasting Corporation, respondent (L.G., Sept., p. 1073).

### Applications for Certification Received

1. Longshoremen's Protective Union, on behalf of a unit of longshoremen employed by the Anglo-Newfoundland Development Company Limited at Botwood, Nfld. (Investigating Officer: W. L. Taylor).

2. International Union of Mine, Mill and Smelter Workers, on behalf of a unit of employees of Stanrock Uranium Mines Limited, Blind River, Ont., respondent (Investigating Officer: A. B. Whitfield).

3. International Union of Operating Engineers, Local 796, on behalf of a unit of stationary engineers employed by Milliken

Lake Uranium Mines Limited, Elliot Lake, Ont., respondent (Investigating Officer: A. B. Whitfield).

4. United Steelworkers of America, on behalf of a unit of employees of Stanrock Uranium Mines Limited, Blind River, Ont. (Investigating Officer: A. B. Whitfield).

5. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian Pacific Railway Company employed in its data centre at Saint John, N.B. (Investigating Officer: C. E. Poirier).

6. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of pilots employed by B.C. Air Lines Limited (Investigating Officer: G. R. Currie).

7. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 880, International Brotherhood of Teamsters, Chauff-

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and, international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

feurs, Warehousemen and Helpers of America, on behalf of a unit of employees of McCallum (Quebec) Ltd. (Investigating Officer: C. E. Poirier).

#### **Applications for Certification Withdrawn**

1. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Prairie Pacific Transport Ltd., Edmonton, respondent (L.G., Nov., p. 1318).

2. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Gill Interprovincial Lines Ltd., Vancouver, respondent (L.G., Nov., p. 1318).

3. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605,

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and The British Yukon Navigation Company, Limited, White Horse, Y.T., respondent (L.G., Nov., p. 1319).

4. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and East-West Transport Ltd., respondent (terminal employees at Burnaby, B.C.) (L.G., Nov., p. 1319).

#### **Request for Review of Decision Received**

International Association of Machinists, applicant, Trans-Canada Air Lines, respondent, and The Commercial Telegraphers' Union, intervener (L.G. 1946, p. 1557, and 1948, p. 1102).

## **Conciliation and Other Proceedings before the Minister of Labour**

#### **Conciliation Officers Appointed**

During October, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Trans-World Air Lines, Inc., and Canadian Air Line Dispatchers' Association (Conciliation Officers: H. R. Pettigrove and R. Trépanier).

2. Pan-American World Airways System and Canadian Air Line Dispatchers' Association (Conciliation Officers: H. R. Pettigrove and R. Trépanier).

3. Allied Aviation Service Company of Newfoundland, Limited and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and International Association of Machinists (Conciliation Officers: H. R. Pettigrove and R. Trépanier).

4. Dinimac Tanker Service, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

5. Island Fertilizers Inc., Charlottetown, and Labourers' Protective Union No. 9568 (Conciliation Officer: H. R. Pettigrove).

#### **Settlements by Conciliation Officers**

1. Northern Telephone Company Limited, New Liskeard, Ont. and Communications Workers of America (Conciliation Officer: F. J. Ainsborough) (L.G., Nov., p. 1320).

2. Canadian Pacific Railway Company, British Columbia Coast Steamship Service (Maintenance Shop, CPR Pier, Vancouver) and Vancouver CPR Shipyard Workers' Union, Local 1552 (Conciliation Officer: G. R. Currie) (L.G., Nov., p. 1320).

3. Quebec Television (Canada) Limited, (CFCM-TV and CKMI-TV), Quebec, and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. Trépanier) (L.G., Oct., p. 1208).

4. Hill the Mover (Canada) Limited, Montreal, and Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: R. Duquette) (L.G., June, p. 712).

5. Westmount Moving and Warehousing Limited, Montreal, and Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: R. Duquette) (L.G., June, p. 712).

6. Clarke Steamship Company Limited (Seven Islands operations) and United Steelworkers of America, Local 5197 (Conciliation Officer: R. Duquette) (L.G., Aug., p. 969).

7. Eastern Canada Stevedoring Company Limited (Seven Islands operations) and United Steelworkers of America, Local 5197 (Conciliation Officer: R. Duquette) (L.G., Aug., p. 969).

8. Trans-World Air Lines, Inc. and Canadian Air Line Dispatchers' Association (Conciliation Officers: H. R. Pettigrove and R. Trépanier) (*see above*).

9. Pan-American World Airways System and Canadian Air Line Dispatchers' Association (Conciliation Officers: H. R. Pettigrove and R. Trépanier) (*see above*).

10. Allied Aviation Service Company of Newfoundland, Limited and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and International Association of Machinists (Conciliation Officers: H. R. Pettigrove and R. Trépanier) (*see above*).

11. Island Fertilizers Inc., Charlottetown and Labourers' Protective Union No. 9568 (Conciliation Officer: H. R. Pettigrove) (*see above*).

### Conciliation Boards Appointed

1. Shell Canadian Tankers Limited (MV *Western Shell*) and Seafarers' International Union of North America (L.G., Nov., p. 1320).

2. Westward Shipping Limited (MV *Standard Service* and MV *B.C. Standard*) and National Association of Marine Engineers of Canada (L.G., Sept., p. 1075).

3. Westward Shipping Limited (MV *Standard Service* and MV *B.C. Standard*) and Canadian Merchant Service Guild, Inc. (L.G., Oct., p. 1208).

4. Westward Shipping Limited (MV *Britamerican*) and Canadian Merchant Service Guild, Inc. (L.G., Oct., p. 1208).

5. Westward Shipping Limited (MV *Britamerican*) and National Association of Marine Engineers of Canada (L.G., Oct., p. 1208).

6. Shell Canadian Tankers Limited (MV *Western Shell*) and National Association of Marine Engineers of Canada and Canadian Merchant Service Guild Inc. (L.G., Nov., p. 1320).

7. Deluxe Transportation Ltd. and Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Oct., p. 1208).

8. Canadian Pacific Railway Company (B.C. Coast Steamship Service) Canadian National Railways (Pacific Coast Service) and National Association of Marine Engineers of Canada and Canadian Merchant Service Guild, Inc. (L.G., Nov., p. 1320).

9. Canadian National Railways (Barge and Ferry Service, Port Mann, B.C.) and National Association of Marine Engineers of Canada and Canadian Merchant Service Guild, Inc. (L.G., Nov., p. 1320).

### Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in October to deal with

a dispute between Shell Canadian Tankers, Limited (MV *Western Shell*) and Seafarers' International Union of North America, Canadian District (*see above*) was fully constituted in October with the appointment of F. E. Harrison, Vancouver, as Chairman. Mr. Harrison was appointed by the Minister in the absence of a joint recommendation from the other two members, R. A. Mahoney and James Scott, both of Vancouver, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in September to deal with matters in dispute between the Imperial Oil Limited (MV *Imperial Nanaimo*, *Imperial Namu* and Barge No. 10) and the Seafarers' International Union of North America, Canadian District (L.G., Nov., p. 1320) was fully constituted in October with the appointment of F. E. Harrison, Vancouver, as Chairman. Mr. Harrison was appointed by the Minister in the absence of a joint recommendation from the other two members, R. A. Mahoney and Capt. Jack Leonard, both of Vancouver, who were previously appointed on the nomination of the company and union respectively.

### Conciliation Board Reports Received

1. Consolidated Denison Mines Limited, Spragge, and Local 796, International Union of Operating Engineers (L.G., June, p. 713). The text of the report is reproduced below.

2. Canadian National Railways (Bessborough Hotel, Saskatoon, Sask.) and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Oct., p. 1208). The text of the report is reproduced below.

### Settlements Following Board Procedure

1. Consolidated Denison Mines Limited, Spragge, and Local 796, International Union of Operating Engineers (*see above*).

2. Dominion Steel and Coal Company Limited and Seafarers' International Union of North America, Canadian District (L.G., Dec. 1956, p. 1548).

3. Canadian Pacific Air Lines Limited, Vancouver, and International Association of Machinists, Canadian Airways Lodge No. 764 (L.G., Oct., p. 1209).

### Mediator Appointed

1. During the month the Minister appointed H. Carl Goldenberg, QC, as a Federal mediator to mediate a dispute between the Canadian Brotherhood of Railway Employees and Other Transport Workers and Canadian National Railways (Canadian National Newfoundland Steamship Service) (L.G., Nov., 1329). The dispute was settled by the Mediator.



# Report of Board in Dispute between

## Consolidated Denison Mines Limited

and

## International Union of Operating Engineers

The Board of Conciliation and Investigation, Eric G. Taylor, Esq., Chairman; Robert V. Hicks, Esq., QC; nominee of the company; and Gus Harris, Esq., nominee of the union, sat for the hearing of this matter in the King Edward Hotel, Toronto, Ont., on the 5th, 6th and 18th days of September, 1957. A quorum of the Board, the Chairman and the nominee of the company, sat for another hearing of the matter in the King Edward Hotel, Toronto, on 3rd October, 1957.

There appeared for the company Mr. J. E. Houck, Consultant, Mr. M. DeBastiani, Assistant Mine Manager, and Mr. C. D. Banks, Personnel Manager.

There appeared for the union Mr. J. A. Gray, Business Representative, Mr. George Tiler, Business Representative, Mr. R. Shisko, Chief Steward and Mr. P. McNeil, Member, Union Bargaining Committee.

The dispute arose out of the failure of the parties to agree upon the provisions to be contained in the first collective agreement to be made between them governing the conditions of employment of 16 operating engineers. The matters in issue referred to the Board were as follows:

- 1. Union Security
- 2. Wages
- 3. Hours of Work
- 4. Shift Premium
- 5. Weekend Premium
- 6. Call-in Pay
- 7. Statutory Holidays
- 8. Vacations
- 9. Welfare
- 10. Subsidies

	1 July/57
2nd Class Engineer .....	\$2.41
3rd Class Engineer .....	2.03
4th Class Engineer .....	1.83
Helper .....	1.60

The minima of the foregoing ranges of rates for 2nd Class Engineers will prevail only for the probationary period of two months.

(5) All other provisions of the Collective Agreement will be based upon the respective proposals made by the Company on the practice which at present prevails.

- 11. Grievance Procedure
- 12. Seniority
- 13. Duration of Agreement

The Board heard the representations of the parties and subsequently engaged in several discussions with each of them; respectively, throughout the four days of the hearing. Finally, in the afternoon of the fourth day of the hearing, as a result of the willingness of both parties to make concessions and consider a compromise, a settlement of the dispute was effected. The Board is pleased to report that the representatives of the parties signed a Memorandum of Terms of Settlement prepared by the Board governing the provisions of a collective agreement which will continue in effect until 31st December, 1959, as follows:

### Memorandum of Terms of Settlement

In the presence of a Board of Conciliation and Investigation established to deal with a dispute between:

Consolidated Denison Mines Limited  
and  
International Union of Operating Engineers,  
Local 796

the representatives of the parties accepted and agreed to recommend to their respective principals for ratification, Terms of Settlement as follows:

- (1) The Collective Agreement will continue in effect until 31st December, 1959.
- (2) Hours of Work will continue to be 48 per week until 30th November, 1957 and 42 per week thereafter.
- (3) Dues deductions shall be on a voluntary basis.
- (4) The Schedule of Wage Increases will be as follows:—

	Effective		
	1 December/57	1 June/58	15 April/59
\$2.60-\$2.75	\$2.82-\$2.97		\$2.98-\$3.10
2.32	2.44		2.52
2.09	2.21		2.27
1.80	1.99		2.06

It will be recalled that although the Board was established on 17th May, 1957, the hearing of the matter was postponed until 5th September, 1957, with the mutual consent of the parties, due to the status of negotiations between the employer

During October, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between Consolidated Denison Mines Limited, Spragge, Ont., and Local 796, International Union of Operating Engineers.

The Board was under the chairmanship of Eric G. Taylor, Toronto, who was appointed by the Minister on the joint recommendation of the other two members, Robert V. Hicks, QC, and Gus Harris, both of Toronto, nominees of the company and union respectively.

The text of the Report is reproduced here.

and another union and their mutual recognition of the significance of the present dispute. The settlement which finally emerged was due, in no small measure, to the realistic approach and the demonstrated good faith of the parties themselves.

All of which is respectfully submitted:

(Sgd.) ERIC G. TAYLOR,  
*Member.*

(Sgd.) ROBERT V. HICKS,  
*Member.*

(Sgd.) GUS HARRIS,  
*Member.*

## Report of Board in Dispute between

Canadian National Railways (Bessborough Hotel)

and

Canadian Brotherhood of Railway Employees and  
Other Transport Workers

The Board of Conciliation appointed to deal with the above-cited dispute held sittings in Saskatoon with the parties concerned, jointly and separately, on September 24, 25 and 26, and again on October 3, 1957, and now begs to submit its report.

The principal demands referred by the union to the Board were:

1. A 25 per cent increase in wages rates for all employees covered by the agreement which expired on May 30, 1957.

2. An adjustment of inequalities within the wage scale to establish uniformity in rates for comparable duties and responsibilities including differentials based on age or sex.

During October, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian National Railways (Bessborough Hotel, Saskatoon, Sask.) and the Canadian Brotherhood of Railway Employees and Other Transport Workers.

The Board was under the chairmanship of R. H. Hooper, Winnipeg, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Percy H. Maguire, QC, Saskatoon, and Thomas McGregor, Winnipeg, nominees of the company and union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Maguire. The minority report was submitted by Mr. McGregor.

The texts of the majority and minority reports are reproduced here.

3. A company-paid Health and Welfare plan to provide medical and surgical benefits for employees and their dependents; weekly indemnity based on 75 per cent of basic rates and room and meal values with a maximum of \$40.00 per week for all employees.

The union's representatives stated that the matters outlined above were the principal issues before the Board, and if the disputes on these matters were resolved they were sure that all remaining questions could be settled by direct negotiations. The company's representatives concurred in this statement.

The union stressed its wish to obtain a minimum wage increase of 3 per cent effective June 1, 1957; becoming 6 per cent January 1, 1958 and becoming 9 per cent June 1, 1958 on the ground, in part, that such was the basis of settlement with the other Canadian railway hotels, except that located at Charlottetown, P.E.I.

The company maintained that a distinction must be observed in respect of the Bessborough Hotel as contrasted with other railway hotels in that the Bessborough had been losing money in its operation over the past three years, with a loss for 1956 of \$88,761.00.

Following conciliation proceedings in meetings with the respective representatives separately and together a compromise proposal was prepared. The company's representatives advised that this proposal would be acceptable if adopted in full, and the union's representatives advised that

they would recommend acceptance to the union members. Adoption of the proposal and settlement thereby of the dispute was thus dependent on acceptance by the union members.

These proposals were embodied in a memorandum prepared by the union's and company's representatives, and was as follows:

*Rates of Pay*

- 1. Effective June 1, 1957, all basic rates of pay shall be increased by 4 per cent.
- 2. Effective January 1, 1958, the percentage increase specified in paragraph 1 above shall become 6 per cent.
- 3. Effective June 1, 1957, and prior to the application of the percentage wage increase referred to in paragraph 1 above, the basic rates of pay of the undermentioned classifications shall be adjusted as follows:

Classification	Monthly rate of pay	
	Present	Effective June 1, 1957
Chief Clerk .....	242.05	246.00
Room Clerk .....	226.60	230.00
Head Houseman .....	180.25	185.00
Baker .....	236.90	240.00
Captain Waiter .....	211.15	215.00
Storekeeper .....	200.85	208.00
Gardener .....	195.70	200.00
Asst. Gardener .....		160.00
	(New Classification)	(Summer position)
Kitchen Steward .....	175.10	180.00
Shift Engineer .....	314.15	325.00
Fireman .....	242.05	250.00
General Helper .....	242.05	250.00
Machinist .....	314.15	325.00
Electrician .....	314.15	325.00
Plumber .....	314.15	325.00
Upholsterer .....	262.65	270.00
Painter .....	247.20	255.00
Printer .....	262.65	270.00
Carpenter .....	278.10	285.00
Kitchen Fireman ....	159.65	172.50
		(Cooks Helper)

- 4. All inequalities based on sex or age to be eliminated.

*Health and Welfare*

- 1. It is agreed that the Health and Welfare Plan as outlined in the supplemental agreement to the Master Agreement of May 16, 1956 between the Non-Operating unions and Canadian Railways will be provided for each participating employee, subject to acceptance by the Joint Employee Benefit Plan Committee. It is understood that the union will make the necessary application, to the Committee, for inclusion in the plan.
- 2. Until such benefits are available the Company will pay in lieu thereof to each employee, who would have been a participating employee, the sum of \$4.25 per month effective June 1, 1957.
- 3. Commencing with the month when such benefits become available, the Company shall deduct \$4.25 from wages due and payable to each participating employee each month in which compensated service is rendered. The Company shall each month contribute an amount equal to the amount so deducted from each participating employee.

- 4. The term "participating employee" shall be defined as an "employee having completed 60 calendar days of service prior to June 1, 1957. Otherwise, the employee will be covered from the first of the month after completion of 60 calendar days of service.

*Duration of Agreement*

This Memorandum of Understanding is in consideration of a two-year agreement commencing June 1, 1957.

The Board then adjourned on September 26 to reconvene following the holding of the meeting of the union members on September 30, 1957.

The Board reconvened on the morning of October 3 when a report was received from union representatives advising that the union members after consideration of their representatives' report and recommendation had neither accepted nor rejected the proposal, but determined that they would not come to a decision until after receipt of the Board's report, coupled with a recommendation to the Board that the request for 3%-3%-3% wage increase should be approved by it.

It is apparent that the compromise proposal will add over a two-year period approximately \$85,000.00 to the wages payable in the operations of the hotel. Having regard to increasing losses during the past three years, this is, we think, a matter of major importance.

Past efforts by the company to improve its revenues by increase in room rates resulted in an over-all decrease in room occupancy and a considerable decrease in room revenue. It would appear from this that further increase in room rates may not enable the company to recoup itself for the increased costs of operation.

The extensive conciliation procedure adopted resulted in the formation of the compromise proposal embodied in the memorandum above, concurred in by representatives of both sides and one which appeared reasonable under all the circumstances. Nothing has been advanced or has occurred since then to require or warrant a change in the terms of the proposal.

We accordingly recommend settlement of the matters in dispute between the parties on the basis of the terms of the memorandum quoted above.

We do wish to express appreciation to the representatives of both parties for the excellent briefs and presentations made and for the manner and spirit in which conciliation and negotiation was conducted throughout. The member of the board dissenting from this report because of a difference of opinion on one major point,



did, at all times meet other members in a spirit of frank and free discussion. It was a pleasure to take part in proceedings conducted with tolerance on all sides.

Dated at Saskatoon, Saskatchewan, this 4th day of October, A.D. 1957.

(Sgd.) R. H. HOOPER,  
*Chairman.*

(Sgd.) P. H. MAGUIRE,  
*Member.*

### MINORITY REPORT

The issues which came before the Board were as is outlined in the majority report of the Board, signed by Mr. Percy H. Maguire and Mr. R. H. Hooper.

During conciliation proceedings the original demand of the union for a general wage increase was modified by it, in view of the basic settlement with other comparable railway hotels. The union stressed its wish to obtain a minimum wage increase of 3 per cent effective June 1, 1957, becoming 6 per cent January 1, 1958, and becoming 9 per cent June 1, 1958, on the ground, in part, that such was the basis of settlement with other comparable railway hotels.

The company maintained that a distinction must be made in respect of the Bessborough Hotel as it has been losing money in its operation over the past two or three years. The union would not accept this argument as being valid, pointing out that that the company was making a profit on its hotel operation as a whole. The union also stressed the fact that in all previous wage negotiations, a general wage increase was agreed to and was applied uniformly to all railway hotels including the Bessborough. They argued further, that if the company's reasons in this instance were considered valid, the logical outcome would be that different general wage increases would be in order for each individual hotel and for each department within each hotel, depending on the profit made, or the loss sustained.

Following lengthy conciliation proceedings, and upon the request of the members of the Board, the compromise proposal quoted in the majority report was prepared by the company and the union representative. It was understood that this compromise proposal was not to be considered as a memorandum of agreement between the parties to the dispute, but rather as a proposal which the Board thought might form the basis of a settlement. During discussion of the proposal by the parties

before the Board, the company representatives stated they were prepared to make a settlement on that basis. The union representatives, however, made no definite commitment regarding its acceptance or rejection, but undertook to refer it to the hotel membership with their recommendation of acceptance.

The union representatives again appeared before the Board when it convened on October 3 and advised it that the mass meeting of the Bessborough members had taken no action on the compromise proposal, as they felt they should not be asked to accept a less favourable settlement than that which had been granted to other comparable railway hotels. They also stressed the justice of their case and recommended to the Board that their request should be approved by it.

After considering all the evidence submitted to the Board by both parties to the dispute, I am convinced that the stand taken by the employees in declining to accept a less favourable settlement than that which was agreed to for all other comparable railway hotels is fully justified, and would recommend adjustment of the dispute on the basis of the majority recommendations, except that I recommend a wage increase of the 3%-3%-3% basis to be applied as follows:

1. Effective June 1, 1957, all basic rates of pay shall be increased by 3 per cent.
2. Effective January 1, 1958 the percentage increase specified in paragraph 1 above shall become 6 per cent.
3. Effective June 1, 1958 the percentage increase specified in paragraph 2 above shall become 9 per cent.
4. Effective June 1, 1957, and prior to the application of the percentage wage increase referred to in paragraph 1 above, the basic rates of pay of the classifications enumerated in the majority report shall be adjusted in accordance with the majority recommendations.

I also concur in the majority recommendations regarding the following:

1. Adjustment of rates in certain classifications.
2. Inequalities based on sex or age.
3. Health and welfare.
4. Duration of agreement.

Dated at Winnipeg this 7th day of October, 1957.

(Sgd.) T. MCGREGOR,  
*Member.*

# Canadian Railway Board of Adjustment

## Releases Decisions in Nine Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decisions in six cases heard September 10, and three heard October 8.

The first case concerned claims of rail crews arising out of the abolition of one home terminal and the establishment of a new one without previous agreement between the company and the union; the second dispute was over the question of whether or not crews held at a distant terminal over 16 hours, and then ordered to deadhead, were entitled to "excess lay" payment until the time the train was ordered or until the time the train started. The third case concerned the claim of a yard helper for overtime payment for a shift for which a junior helper was called; the fourth, the application of "final terminal time" for engineers arriving in Toronto terminals; the fifth, the claim of a fireman for payment for additional time for turning a passenger train on a wye. In the sixth case the subject of dispute was the claim by an engineer for additional miles deadheading on a minute basis at time and a half. In the seventh the union had claimed that road switcher rates should be paid to train crews manning a mixed train service; in the eighth that extra trainmen used on passenger trains in a certain case were entitled to continuous time at freight rates, instead of payment on straight-away basis. The ninth case concerned claims by train crews for time held on Sunday in excess of 16 hours at an away-from-home terminal.

In the first, second, fourth, seventh, and eighth cases the contention of the employees was sustained; the third case was dismissed; and in the fifth, sixth, and ninth cases the contention of the employees was not sustained.

The nine disputes and decisions are summarized here.

**Case No. 686**—*Dispute between the Canadian Pacific Railway Company (Pacific Region) and the Brotherhood of Railroad Trainmen concerning claims of three conductors and crews arising out of the abolition of one home terminal and the establishment of a new one, which, according to the employees, was in contravention of the agreement.*

On June 5, 1955, the Company abandoned a yard on the outskirts of Nanaimo on the opening of a new yard in the centre

of the city. An agreement with the Brotherhood was not signed until June 23.

The Brotherhood contended that the Company's action violated an article of the agreement reading "Home terminals for unassigned crews as at present established will not be changed except by mutual consent."

Three conductors and their crews submitted claims for a minimum day of 100 miles, apart from the time earned on each working shift or trip, during the period June 5 to 23 because the shifts or trips began and ended at the new yard.

The Company contended that since the two terminals were both within Nanaimo terminal limits, and situated only 4.8 miles apart, the intent of Article 30 had not been violated. After representations from employee groups that the change had caused inconvenience to workers living near the former yard, however, it had finally agreed with the three running trades groups to allow the employees affected 15 minutes, independent of the time earned on their working shift, as compensation for the extra time required to get to work, not as a matter of obligation but as "a gesture of goodwill".

The Company contended that the claim of the employees was not in accordance with the spirit and intent of the agreement, and was unreasonable.

The contention of the employees was sustained.

**Case No. 687**—*Dispute between the Canadian Pacific Railway Company (Eastern Region) and the Brotherhood of Railway Trainmen as to whether or not crews who are held at distant terminal over 16 hours, and are then ordered deadhead, are entitled to "excess lay" payment until time ordered or until time train leaves.*

On October 3, 1956, a conductor and crew were ordered deadhead from Trenton to West Toronto. As the men had been held at Trenton more than 16 hours before being ordered deadhead, they were on "excessive lay payment". They were ordered for 2.30 a.m. but the train did not leave Trenton until 3.25 a.m. They claimed "excessive lay payment" until the train left, but were allowed payment only until the time the train was ordered.

The union quoted an article of the agreement to support their contention that a crew that had once qualified for excess lay payment could not be taken off such

pay until they began to be entitled to deadhead pay, which was not until the crew left the terminal. The union argued that if men were taken off excess lay payment at the time when they were ordered deadhead, and then did not get out of the station at the time ordered, there would be an interval for which no payment was allowed.

The union further contended that the interpretation the Company placed on the rule encouraged dispatchers, when crews were on excessive lay payment in a terminal, to order crews deadhead well in advance of the time the train was expected to start, and thus take them off excess lay payment.

The Company contended that there were two distinct aspects of the employees' claim. One involved the question of "excess lay"; the other a claim that men deadheading were entitled to initial time for deadheading, or to any mileage earned by the crew in charge of the train.

The wording of the article quoted, the Company argued, clearly states that excess lay time shall cease at the time pay begins for other service or deadheading. Although the service crew was paid initial terminal delay, the pay basis for deadheading was quite clear, the men being paid their mileage from station to station in accordance with the schedule and practice. An attempt was being made by the Brotherhood to justify application of initial terminal delay payments to deadhead crews which was entirely inconsistent and contrary to the practice followed on Eastern Region, the Company maintained.

The Company denied the truth of the statement that dispatchers were ordering crews deadhead to get them off excess lay payment when they knew that the train would not leave until well after the time ordered for.

The contention of the employees was sustained, subject to the understanding that pay under the away-from-home terminal rule when once begun should continue until pay for return road trip began, but without any overlapping or duplicate payment.

**Case No. 688**—*Dispute between the Canadian National Railways (Atlantic Region) and the Brotherhood of Railroad Trainmen concerning claim of a yard helper for payment for eight hours overtime because he was not called for an extra shift, a junior helper being called instead.*

When an extra yard shift was ordered and the spare board was exhausted and no yard helpers were available who could

be used at *pro rata rates*, the railway found it necessary to use one of the regularly assigned yard helpers on his assigned day off. A junior yard helper was called for the shift and was paid overtime rates.

The Brotherhood contended that, while under the 40-hour work-week agreement a yard employee cannot be required to make himself available for duty on his assigned day off, when the railway has to call a yardman on his assigned day off it should call the senior available man and give him the opportunity of earning overtime. The company disregarded seniority in calling a yard helper junior to the one who submitted a claim for overtime pay for the shift, the union contended.

The agreement made no provision regarding the order in which yardmen will be called when required to work on their rest days, the company contended, and in the absence of any provision in the agreement limiting its prerogative it was entitled to use such prerogatives in a manner which would make for the most efficient conduct of its operations. Yardmen were not required to hold themselves in readiness on their days off, and it was the company's position that it had a right to call any available man regardless of seniority.

The Board decided that as there was no written rule to cover the case it was not in a position to make a ruling, and it dismissed the case.

**Case No. 689**—*Dispute between the Canadian National Railways (Central Region) and the Brotherhood of Locomotive Engineers concerning application of the Article, "Final Terminal Time," as it affects locomotive engineers arriving in Toronto terminals.*

Since about June 1956, mileage covering final terminal time claimed on many time returns submitted by locomotive engineers arriving in Toronto terminals has been reduced and is still being reduced. The union asserted that such reductions were contrary to an article of the current schedule; the company denied this.

The union contended that the railway was declining to recognize the requirements set forth in the article dealing with final terminal time that provides that final terminal time for an engineer operating in freight service will begin, if and when his train is delayed at a semaphore, governing signal C.T.C. territory, yard limit board, or behind another train similarly delayed, when his train reaches such point.

The company differed from the union in its interpretation of the relevant provisions of the article. In its contention it stated



that under the provisions of a Grand Trunk Railway schedule, effective April 1, 1920, delays of 45 minutes or more were required to be paid for on a minute basis for the full delay. In 1925 the company had agreed to payment of final terminal time on the minute basis from the time the locomotive reached the designated main track switch connecting with the yard track.

When this new rule came into effect the point at which terminal time was to begin in a terminal where there is a series of yards, which had not before been of any particular moment, became a more or less contentious point. At that time payment of final terminal time was predicted on a certain interpretation which the company placed on the words "designated main track switch connecting with the yard track".

No change was made in the wording of the rule in the schedule for locomotive engineers which became effective September 1, 1929, but after that time a number of claims had been made by employees and declined by the company owing to the so-called outer switches leading to yards in Montreal and Toronto terminals not being clearly defined by an agreed understanding, the company stated.

Subsequent negotiations between the company and the union had resulted in memoranda of agreement being signed on September 26 and 29, 1944, covering the definition of main track switches at Montreal and Toronto respectively. Relevant parts of the memorandum regarding the Toronto terminal were quoted by the company in support of its contention that the reductions complained of by the union were and had been made in accordance with existing agreements.

During negotiations which culminated in a 1951 reprint of the agreement, which had been amended in the meantime, the company stated that it had been decided that it would serve no particular purpose to include the memoranda defining main track switches in Montreal and Toronto terminals, as it was definitely understood, although the understanding was verbal, that the rule as reprinted would be interpreted to apply to those terminals in accordance with the applicable memorandum of understanding.

It appeared, therefore, the company said, that the present dispute was in effect a repudiation by the Brotherhood of a memorandum of understanding to which it was a party in 1944. The company contended that any alteration of final terminal time on engineers' time returns had been made by it in accordance with the interpretation of the rule which it had consistently followed since 1944.

The contention of the employees was sustained.

**Case No. 690**—*Dispute between the Canadian National Railways (Central Region) and the Brotherhood of Locomotive Firemen and Enginemen concerning the claim of a locomotive fireman for payment for one additional hour with no deduction in yard time for turning a passenger train's equipment on a wye.*

A fireman assigned to a yard switcher in Hearst yard was required to perform service on Algoma Central property outside the switching limits. He claimed one hour in addition to the yard rate of pay, basing his claim on the article, "Work Outside Switching Limits," in the agreement.

This article stipulates that firemen or helpers called to perform yard service within switching limits shall not be used in road service when road men are available, except in case of emergency; and that if they are used in that way they shall be paid a minimum of one hour for the class of service performed, in addition to regular yard pay.

The company contended that, by agreement with the Algoma Central and Hudson Bay Railway, the wye at Hearst had been used by Canadian National crews since September 1, 1921. The wye was regularly used by the Canadian National yard crew for turning passenger equipment of the train in question, and during the rest of the shift the crew performed the usual switching in the yard and on sidings of lumber mills in Hearst yard.

The company stated that on April 24, 1955, a note was added to the article quoted by the Brotherhood stating that the rule in question did not apply to firemen or helpers in yard service who were required to assist trains out of the yard beyond the switching limits. The note appeared in the current schedule.

The passenger train in question, the company contended, had been turned by yard crew for the past eight years, the fireman as well as the engineer being compensated at yard rate of pay for the entire shift. It was not considered that service regularly performed by a yard crew was in the nature of emergency road service, as referred to in the rule on which the claim was based.

The company stated that this practice had been in existence for a period of 36 years, and had not before been questioned. It contended that it did not contravene schedule rules or understandings.

Additional evidence was heard which showed that switching limits had never been established at Hearst, as provided for

in the agreement, in spite of the intimation contained in the joint statement of facts that such limits were known.

The contention of the employees was not sustained, but the Board recommended that switching limits be established and defined at all points where yard engines were employed.

**Case No. 691**—*Dispute between the Chesapeake and Ohio Railway (Pere Marquette District) and the Brotherhood of Locomotive Engineers concerning claims by an engineer for additional miles covering deadhead on a minute basis at time and a half rate.*

An engineer called at St. Thomas, Ont., to deadhead to Rougemere Yard, Detroit, a distance of 135 miles, was paid this mileage by the company. The employees contended that he should have been paid for 120 miles, St. Thomas to Pelton, Ont., and thereafter on a minute basis at time and a half, according to the "Seniority Districts" rule of the current agreement.

The engineer was in road service, the union stated, and the Canadian Division engineer moving over or through the territory, Pelton to Rougemere, was extending his operation beyond his seniority district and should be compensated as provided in the agreement of December 1, 1955 (shown as an addendum in the current agreement), which required that no road mileage was to be allowed between Rougemere and Pelton, and that compensation was to be on a minute basis at time and a half. This provision, the union maintained, superseded the deadhead rule of the current agreement.

The company contended that the deadhead rule was applicable, and that it specifically provides for the manner in which any and all deadheading will be paid for. The rule provides that engineers deadheaded "will be compensated for the actual miles deadheaded at the rate applicable to the engineer on the train on which they are deadheaded". No provision is made in this rule or any rule or agreement for paying deadhead on the basis of miles or hours, whichever is the greater, the uniform basis of compensation for service performed. No provision is made in the applicable deadhead rule or any rule whereby the engineer deadheaded will be paid on the same basis and under the same rules as the engineer who is in actual engine service operating the train on which deadheaded.

The company contends that the only rate which can be applicable to compensate for "actual miles deadheaded" is the mileage rate applicable to the class of service and engine weight of train on which deadheaded. The company contends that an engineer deadheaded under the agreement here involved is not "operating" or performing in actual service. He is accordingly properly compensated under deadhead rules rather than under rules covering operation or employees in actual service.

The company referred to the Board's decision in Case No. 683, heard on June 11, 1957 (L.G., Aug., p. 976).

The contention of the employees was not sustained.

**Case No. 692**—*Dispute between the Canadian Pacific Railway Company (Eastern Region) and the Brotherhood of Railroad Trainmen concerning the union's claim that road switcher rates should be paid to train crews manning the mixed train service operating between Lanoraie and St. Gabriel, Que.*

The union contended that crews assigned to mixed trains between Lanoraie and St. Gabriel, Que., were entitled to road switcher rates, as they operate on a turn-around basis and run 30 miles, rather than being paid under the article of the agreement covering mixed train service.

The Company contended that the article governing road switcher service applied only to assignments the character of which is strictly switching operation within the limited radius stipulated in the article. It was not, and could not, have been intended to apply to mixed train service for which a different basis of payment and working conditions was provided by the article covering mixed train service.

The contention of the employees was sustained.

**Case No. 693**—*Dispute between the Canadian Pacific Railway Company (Eastern Region) and the Brotherhood of Railroad Trainmen concerning the union's claim that the extra trainmen used on trains that on Fridays and Saturdays use conventional equipment instead of the RDC equipment used on other days is entitled to compensation on a continuous time basis at freight rates instead of the present payment on straight-away basis.*

On four days each week, the train between Sutton and Montreal and return is RDC-operated and the crew consists of a conductor and baggageman. On Fridays and Saturdays, and occasionally on Sundays, steam operation is substituted, and an additional spare trainman is used.

The Brotherhood contended that the extra trainman was entitled to continuous time payment Montreal-Sutton-Montreal at through freight rates.

An article of the agreement reads: "Freight men called as extra men on passenger trains will be paid through freight rates"; and "Men receiving freight rates under this Article will be paid for overtime and under through freight conditions".

(Continued on page 1511)

# COLLECTIVE AGREEMENTS

## Number of Workers Affected by Collective Agreements in Canada, 1956

Number of workers employed under terms of collective agreements rose 4.9 per cent in 1956 to total of 1,638,017, a figure representing 38.7 per cent of average number of non-agricultural paid workers in Canada

In 1956, the number of workers employed under the terms of collective agreements in Canada increased 4.9 per cent to a total of 1,638,017.

This figure represents 38.7 per cent of the average number of non-agricultural paid workers in Canada in 1956. This proportion has remained relatively constant over the past seven years; the proportion of workers under agreement in this period has changed less than 1½ per cent.

The Department of Labour began the annual compilation of statistics on coverage of agreements for the year 1946.\*

The number of workers under agreement and the percentage of non-agricultural paid workers in the labour force who were working under the terms of collective agreements are shown in Table 1. The proportion of paid workers covered by agreements in the main industry groups is shown in Table 2.

The industrial classification of workers covered by agreements is shown in Table 3. The changes from the 1955 level follow

generally the increases in employment in the major industry groups. Reversing the movement in the previous year, both Logging and Mining showed substantial increases, the latter increases due in part to agreements made for the first time in some uranium mines.

**TABLE 1.—NUMBERS OF WORKERS UNDER AGREEMENT, 1946 TO 1956**

Year	Number of workers under agreement	Percentage of total non-agricultural paid workers*
1946.....	995,736	33.1
1947.....	1,120,310	35.4
1948.....	1,214,542	37.4
1949.....	1,225,569	36.6
1950.....	1,282,005	37.9
1951.....	1,415,250	38.9
1952.....	1,504,624	40.0
1953.....	1,538,323	39.9
1954.....	1,515,010	39.8
1955.....	1,561,792	39.1
1956.....	1,638,017	38.7

\* Annual averages based on the Dominion Bureau of Statistics survey bulletins *The Labour Force*.

**TABLE 2.—PERCENTAGE OF PAID WORKERS UNDER AGREEMENT, BY INDUSTRY 1956**

	Percentage of paid workers*
Forestry.....	61.8
Mining.....	58.6
Manufacturing.....	54.6
Construction.....	64.2
Transportation, Storage and Communications.....	80.1
Public Utilities.....	49.9
Trade.....	8.7
Finance, Insurance and Real Estate.....	0.8
Service.....	13.3

\* Annual averages based on the Dominion Bureau of Statistics survey bulletins *The Labour Force*.

\*The Department maintains a file of collective agreements obtained, together with information on the number of workers affected, from employers, employers' associations and from unions. In the majority of cases the number of workers is that reported by employers in the annual survey of wage rates and hours of labour. In seasonal industries, such as logging, fishing and construction, the figures shown are for the most part indicative of the peak employment level in the year.

The numbers of workers covered by agreements extended under the terms of the Collective Agreement Act of the Province of Quebec are derived from information issued by the provincial government. Under this Act, certain of the provisions of agreements made between employers and a union or unions under certain conditions may be extended by provincial order in council to apply to all employers and workers in the industry in the zone affected or in the whole province. More than a quarter of the workers covered by orders in council under this Act were also covered by separate agreements with their employers. The latter workers are counted only once in the total figures used each year (columns 1, 2 and 5 of Table 3).



**TABLE 3.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS  
IN CANADA, 1946, 1955 and 1956**

Industry group	1946	1955	1956		
	Total	Total	Agree- ments (other than those extended under Collective Agreement Act, Quebec)	Agree- ments extended under Collective Agreement Act, Quebec	Total (a)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
<b>TOTALS.....</b>	<b>995,736</b>	<b>1,561,792</b>	<b>1,471,106</b>	<b>225,526</b>	<b>1,638,017</b>
<b>Agriculture.....</b>		<b>65</b>			
<b>Forestry.....</b>	<b>30,800</b>	<b>55,822</b>	<b>61,348</b>		<b>61,348</b>
Logging.....	30,800	55,822	61,348		61,348
Forestry Service.....					
<b>Fishing and Trapping.....</b>	<b>7,671</b>	<b>8,635</b>	<b>8,221</b>		<b>8,221</b>
Fishing.....	7,671	8,635	8,221		8,221
Hunting and Trapping.....					
<b>Mining (including milling), Quar- rying, Oil Wells.....</b>	<b>48,975</b>	<b>61,814</b>	<b>66,486</b>	<b>40</b>	<b>66,526</b>
Metal Mining.....	19,358	37,121	40,573		40,573
Fuels.....	24,116	15,281	15,836		15,836
Coal mining.....	23,254	14,634	14,951		14,951
Oil and natural gas.....	862	647	885		885
Non-metal Mining.....	4,383	7,691	8,268	40	8,308
Asbestos mining.....	3,984	5,943	6,140		6,140
Other non-metal mining.....	399	1,748	2,128	40	2,168
Quarrying, Clay and Sandpits.....	1,118	1,721	1,809	(b)	1,809
<b>Manufacturing.....</b>	<b>492,536</b>	<b>709,190</b>	<b>688,362</b>	<b>90,150</b>	<b>734,860</b>
Foods and Beverages.....	56,326	67,960	69,880	164	70,044
Meat products.....	17,015	16,480	17,442		17,442
Dairy products.....	798	2,406	2,513		2,513
Canned and cured fish.....	4,762	7,271	7,167		7,167
Canned and preserved fruits and vegetables.....	6,790	6,049	5,689		5,689
Flour mills.....	2,231	2,873	2,839		2,839
Other grain mill products.....	1,659	2,030	1,997		1,997
Biscuits and crackers.....	821	3,768	3,209		3,209
Bread and other bakery products.....	8,977	7,007	7,551	164	7,715
Carbonated beverages.....	46	481	716		716
Distilled liquors.....		3,911	4,530		4,530
Malt liquors.....	9,082	6,779	6,642		6,642
Wines.....		168	156		156
Confectionery.....	412	3,741	4,198		4,198
Sugar.....	2,286	2,619	2,961		2,961
Miscellaneous foods.....	1,447	2,377	2,270		2,270
Tobacco and Tobacco Products.....	6,174	5,956	6,630		6,630
Rubber Products.....	16,638	13,818	14,821		14,821
Rubber footwear.....		4,379	4,487		4,487
Tires, tubes, and other rubber products.....		9,439	10,334		10,334
Leather Products.....	21,357	19,899	11,085	13,552	19,412
Boots and shoes.....	14,175	14,334	6,362	10,966	13,755
Boot and shoe repair.....		22			
Leather gloves and mittens.....	2,307	947	838	939	1,012
Leather tanneries.....	3,691	2,795	2,410	398	2,555
Miscellaneous leather products.....	1,184	1,801	1,475	1,249	2,090
Textile Products (except clothing).....	31,394	37,771	38,196	1,057	38,799
Cotton, thread, yarn and broad woven goods.....	17,400	16,404	16,756		16,756
Miscellaneous cotton goods.....	110	400	422		422
Woollen and worsted woven goods.....		4,149	4,256		4,256
Woollen and worsted yarn.....	6,709	1,540	1,616		1,616
Miscellaneous woollen goods.....		352	369		369
Silk and artificial silk.....	3,344	7,331	7,775		7,775

**TABLE 3.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS  
IN CANADA, 1946, 1955 and 1956 (Continued)**

Industry group	1946	1955	1956		
	Total	Total	Agree- ments (other than those extended under Collective Agreement Act, Quebec)	Agree- ments extended under Collective Agreement Act, Quebec	Total (a)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
<b>Manufacturing (Cont'd.)</b>					
<i>Textile Products (except clothing)</i> (Conc.)					
Other primary textiles.....	(186)	(2,484)	(2,581)		(2,581)
Dyeing and finishing textiles...	186	1,928	1,962		1,962
Laces, tapes and bindings.....		556	619		619
Miscellaneous textile products...	(3,645)	(5,111)	(4,421)	(1,057)	(5,024)
Canvas products.....	456	125	147		147
Carpets, mats and rugs.....	535	550	701		701
Cordage, rope and twine.....	982	823	808		808
Other textile products.....	1,672	3,613	2,765	1,057	3,368
<i>Clothing (textile and fur)</i> .....	50,140	65,016	50,612	40,631	65,512
Men's, women's and children's clothing.....	35,232	(47,572)	(33,908)	(35,802)	(48,789)
Custom tailoring and dress- making.....		80	112		112
Men's clothing.....		26,310	19,235	19,070	26,653
Women's clothing.....		21,182	14,561	16,732	22,024
Knit goods.....	5,514	(7,993)	(7,706)		(7,706)
Hosiery.....		7,985	7,603		7,603
Other knit goods.....		8	103		103
Miscellaneous clothing.....	(9,394)	(9,451)	(8,998)	(4,829)	(9,017)
Corsets, girdles and foundation garments.....	200	1,179	1,115		1,115
Fur goods.....	4,312	5,070	4,677	3,188	4,696
Hats and caps.....	4,882	2,977	3,069	1,641	3,069
Miscellaneous clothing.....		225	137		137
<i>Wood Products</i> .....	32,256	51,100	47,449	6,174	51,796
Saw and planing mills.....	21,770	(36,077)	(36,238)	(564)	(36,802)
Plywood and veneer mills.....		7,147	7,321		7,321
Sash and door and planing mills		5,570	5,423	564	5,987
Sawmills.....		23,360	23,494		23,494
Furniture.....	7,569	10,849	7,129	5,610	10,912
Miscellaneous wood products.....	(2,917)	(4,174)	(4,082)		(4,082)
Boxes and baskets (wood).....	830	1,898	1,411		1,411
Morticians' goods.....		214	260		260
Miscellaneous wood products...	2,087	2,062	2,411		2,411
<i>Paper Products</i> .....	46,886	68,326	67,960	3,314	68,795
Paper boxes and bags.....	4,274	9,606	9,741	3,314	10,576
Pulp and paper.....	39,276	53,939	53,796		53,796
Roofing papers.....	1,253	1,621	1,615		1,615
Miscellaneous paper products.....	2,083	3,160	2,808		2,808
<i>Printing, Publishing and Allied In- dustries</i> .....	18,104	24,726	22,766	6,293	25,098
<i>Iron and Steel Products</i> .....	73,618	106,491	113,601	3,606	116,635
Agricultural implements.....	10,694	7,987	7,898		7,898
Boilers and plate work.....	2,560	3,141	2,852	650	3,484
Fabricated and structural steel...	3,026	6,079	7,460		7,460
Hard ware and tools.....	1,360	3,794	3,834		3,834
Heating and cooking apparatus...	3,975	5,891	6,476		6,476
Household, office and store ma- chinery.....	3,222	4,160	4,315		4,315
Iron castings.....	7,379	9,246	10,568		10,568
Machine shop products.....	244	1,044	1,421		1,421
Machine tools.....	1,679	2,027	2,339		2,339
Machinery, n.e.c.....	7,511	14,330	17,159		17,159
Primary iron and steel.....	17,761	24,962	25,808		25,808
Sheet metal products.....	9,357	11,500	10,467	2,449	12,362
Wire and wire products.....	1,737	4,057	4,421		4,421
Miscellaneous iron and steel products.....	3,113	8,273	8,583	507	9,090

**TABLE 3.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS  
IN CANADA, 1946, 1955 and 1956 (Continued)**

Industry group	1946	1955	1956		
	Total	Total	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	Total (a)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
<b>Manufacturing (Cont'd)</b>					
<i>Transportation Equipment</i> .....	61,684	107,472	98,176	(c) 11,951	107,961
Aircraft and parts.....	7,112	25,998	25,997		25,997
Auto repair and garages.....	(c) 9,574	(c) 14,954	5,317	(c) 11,951	15,102
Bicycles and parts.....		350	289		289
Boat building and repairing.....	911	57	61		61
Motor vehicles.....	17,700	31,764	30,730		30,730
Motor vehicle parts and accessories.....	9,090	14,968	14,623		14,623
Railroad and rolling stock equipment.....	5,280	6,124	6,331		6,331
Shipbuilding and repairing.....	12,017	12,719	14,330		14,330
Miscellaneous transportation equipment.....		538	498		498
<i>Non-ferrous Metal Products</i> .....	21,537	37,736	39,907	531	40,438
Aluminum products.....	3,590	5,077	5,357		5,357
Brass and copper products.....	3,686	4,678	4,773		4,773
Jewellery and silverware.....	1,201	993	1,293		1,293
Non-ferrous metal smelting and refining.....	12,383	24,574	26,221		26,221
Watch and jewellery repair.....		489		531	531
White metal alloys.....	626	1,375	1,515		1,515
Miscellaneous non-ferrous metal products.....	51	550	748		748
<i>Electrical Apparatus and Supplies</i> ...	26,238	46,952	49,399		49,399
Batteries.....	786	891	914		914
Heavy electrical machinery and equipment.....	13,605	12,037	14,329		14,329
Radios and radio parts.....	2,681	10,669	8,953		8,953
Refrigerators, vacuum cleaners and appliances.....	760	5,141	5,634		5,634
Miscellaneous electrical products.....	8,406	18,214	19,569		19,569
<i>Non-Metallic Mineral Products</i> .....	11,339	20,567	20,309	1,955	21,874
Abrasive products.....	1,517	2,179	2,155		2,155
Asbestos products.....	708	1,658	1,791		1,791
Cement, hydraulic.....	811	1,873	2,383		2,383
Clay products.....	1,924	2,554	2,702		2,702
Glass and glass products.....	3,353	6,385	6,267	128	6,395
Lime and gypsum products.....	1,373	1,567	1,962		1,962
Stone products.....	615	1,822	277	(b) 1,827	1,714
Concrete products.....		643	1,702		1,702
Miscellaneous non-metallic mineral products.....	1,038	1,886	1,070		1,070
<i>Products of Petroleum and Coal</i> .....	4,963	9,312	9,531		9,531
Coke and gas products.....	213	1,477	1,487		1,487
Petroleum refining and products..	4,750	7,732	7,867		7,867
Miscellaneous products of petroleum and coal.....		103	177		177
<i>Chemical Products</i> .....	10,639	19,956	21,014	922	21,089
Acids, alkalis and salts.....	4,245	4,398	4,536		4,536
Explosives, ammunition and pyrotechnics.....	1,028	2,131	2,322		2,322
Fertilizers.....	427	1,724	1,684		1,684
Medicinal and pharmaceutical preparations.....	1,148	1,224	1,196		1,196
Paints and varnishes.....	2,281	2,320	2,389	922	2,464
Soaps, washing and cleaning compounds.....	823	1,464	1,523		1,523
Toilet preparations.....		65	100		100
Vegetable oil mills.....		278	232		232



**TABLE 3.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS  
IN CANADA, 1946, 1955 and 1956 (Continued)**

Industry group	1946	1955	1956		
	Total	Total	Agree- ments (other than those extended under Collective Agreement Act, Quebec)	Agree- ments extended under Collective Agreement Act, Quebec	Total (a)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
<b>Manufacturing (Concl'd)</b>					
<i>Chemical Products (Concl'd)</i>					
Primary plastics.....		2,264	2,492		2,492
Miscellaneous chemical and allied products.....	707	4,088	4,540		4,540
<i>Miscellaneous Manufacturing In- dustries.....</i>	<i>3,223</i>	<i>6,132</i>	<i>7,026</i>		<i>7,026</i>
Brooms, brushes and mops.....	481	206	254		254
Fabricated plastic products.....	298	503	601		601
Musical instruments.....	137	575	793		793
Pens, pencils and typewriter sup- plies.....	512	348	342		342
Professional and scientific instru- ments and equipment.....	774	1,704	1,722		1,722
Sporting goods and toys.....		498	791		791
Miscellaneous industries, n.e.c....	1,021	2,298	2,523		2,523
<b>Construction.....</b>	<b>(d) 97,215</b>	<b>(d) 202,791</b>	<b>(e) 119,909</b>	<b>(d) 103,163</b>	<b>(e)(d) 221,974</b>
<b>Transportation.....</b>	<b>210,148</b>	<b>252,021</b>	<b>255,410</b>	<b>10,939</b>	<b>259,794</b>
Air Transport and Airports.....	2,590	7,767	7,805		7,805
Bus and Coach Transportation— interurban.....	2,418	3,199	2,955		2,955
Steam Railways (including express and telegraph service).....	143,330	173,372	178,891		178,891
Urban and Suburban Transpor- tation Systems.....	20,149	19,263	19,174		19,174
Taxicab.....	992	1,549	1,573		1,573
Truck Transportation.....	2,563	14,021	12,791	6,935	17,175
Water Transportation.....	21,887	12,488	13,105		13,105
Services incidental to Water Trans- portation.....	16,154	19,563	18,648	4,054	18,648
Services incidental to Transpor- tation.....		325			
Other Transportation.....	65	474	468		468
<b>Storage.....</b>	<b>1,837</b>	<b>6,133</b>	<b>5,401</b>		<b>5,401</b>
Grain Elevators.....	1,718	5,051	4,114		4,114
Storage and Warehouse.....	119	1,082	1,287		1,287
<b>Communication.....</b>	<b>20,564</b>	<b>49,501</b>	<b>52,782</b>		<b>52,782</b>
Radio Broadcasting.....	70	3,730	4,099		4,099
Telephone.....	20,348	45,310	48,218		48,218
Other Communication Services....	146	461	465		465
<b>Public Utility Operation.....</b>	<b>15,814</b>	<b>30,276</b>	<b>32,799</b>		<b>32,799</b>
Electric Light and Power.....	13,837	27,957	30,075		30,075
Gas Manufacturing and Distri- bution.....	1,917	2,260	2,612		2,612
Water and Sanitary Services.....	(f) 60	(f) 6	(f) 64		(f) 64
Other Public Utilities.....		53	48		48
<b>Trade.....</b>	<b>21,684</b>	<b>56,497</b>	<b>57,082</b>	<b>9,227</b>	<b>60,322</b>
Wholesale.....	4,637	19,225	19,918	1,838	19,918
Retail.....	(c) 17,947	(c) 37,272	37,164	(c) 7,389	(c) 40,404
<b>Finance, Insurance and Real Estate</b>	<b>106</b>	<b>1,444</b>	<b>1,419</b>		<b>1,419</b>
Finance.....	(g) 106	(g) 936	(g) 916		(g) 916
Insurance.....		508	503		503
Real Estate.....					916

**TABLE 3.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS  
IN CANADA, 1946, 1955 and 1956 (Concluded)**

Industry group	1946	1955	1956		
	Total	Total	Agree- ments (other than those extended under Collective Agreement Act, Quebec)	Agree- ments extended under Collective Agreement Act, Quebec	Total (a)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
<b>Service.....</b>	<b>48,386</b>	<b>127,603</b>	<b>122,796</b>	<b>11,957</b>	<b>132,571</b>
<i>Community or Public.....</i>	<i>6,115</i>	<i>44,788</i>	<i>40,321</i>	<i>7,037</i>	<i>45,176</i>
Education.....	196	13,328	11,320		11,320
Health.....	5,919	31,162	28,629	7,037	33,484
Religion.....					
Welfare institutions.....		20	95		95
Community or public service, n.e.c.....		278	277		277
<i>Government Service.....</i>	<i>26,067</i>	<i>53,208</i>	<i>57,599</i>		<i>57,599</i>
Dominion government.....		8	8		8
Municipal and other local govern- ment.....	22,367	48,990	53,191		53,191
Provincial government.....	3,700	4,210	4,400		4,400
Other government service, n.e.c.....					
<i>Recreation Service.....</i>	<i>280</i>	<i>1,118</i>	<i>1,030</i>		<i>1,030</i>
Theatres and theatrical services..	280	1,093	995		995
Other recreational services.....		25	35		35
<i>Business Service.....</i>	<i>60</i>	<i>2,468</i>	<i>2,619</i>		<i>2,619</i>
<i>Personal Service.....</i>	<i>15,864</i>	<i>26,021</i>	<i>21,227</i>	<i>4,920</i>	<i>26,147</i>
Barbering and hairdressing.....	4,866	4,831	761	4,406	5,167
Dyeing, cleaning, pressing.....	106	547	470		470
Photography.....		5	5		5
Hotels and lodging houses.....	9,739	14,192	14,467	252	14,719
Laundries.....	794	2,920	2,853		2,853
Restaurants, cafes, taverns.....	126	2,818	2,305		2,305
Undertaking.....	233	298	16	262	278
Other personal service.....		410	350		350

- (a) These totals are not the sum of the numbers in the two previous columns. Duplications are eliminated.
- (b) The agreement for the building materials industry in the province of Quebec, is included under "Manufacturing" but also covers granite and marble quarrying. Information not available as to the number in each industry.
- (c) Agreements affecting workers in garages and service stations, in the province of Quebec, included under "Manufacturing" also affect "Trade" in so far as service stations are concerned. Information not available as to the number in each industry.
- (d) Agreements for construction workers extended under the Collective Agreement Act, Quebec, include maintenance work and certain shop work which is not included in the construction industry in the Dominion Bureau of Statistics classification.
- (e) Estimated.
- (f) Water supply covered under "Service-Municipal".
- (g) One agreement for several towns in Quebec included under "Trade" also includes employees of financial institutions.

In manufacturing, the upward trend extended to nearly all the principal groups. In transportation, the number of steam railway employees under agreement increased; a slight decrease in interurban bus and urban transportation systems was more than offset by the increase in trucking. In the service industry, there were considerable increases in the agreement coverage figures for employees of hospitals and of municipal governments.

Collective agreements, except those requiring all employees to be union members, usually cover a certain proportion of non-union members as well as union members in the bargaining unit. The number of workers under agreement, therefore, exceeds the total union membership figure in Canada, which at January 1, 1957 was 1,386,185.

On the other hand, the collective agreements coverage figure includes 98,063 employees who are members of some independent local unions, employees' associations and plant councils that are not included in the Department's survey of labour organization in Canada; such workers account for 6 per cent of the total number under agreement. An additional factor to be considered in the comparison of agreement coverage and union membership figures is the fact

that some union members may be employed in establishments where no agreement presently exists.

There were 7,305 agreements in effect in 1956 and on file in the Department. This number, however, does not correspond to the number of employers nor of establishments. There are some cases of several agreements with different craft unions in one establishment. More frequently, one agreement between a union and an association or group of employers covers a number of employers.

Although the recent trend is towards negotiating agreements of two or more years' duration rather than for one year only, a considerable proportion of the 7,305 agreements would be re-negotiated or renewed in any one year. Almost all are settled by the parties themselves, or with the help of government conciliation services, without any cessation of work due to disputes. Only 91 strikes, involving about 55,900 workers, occurred in 1956 over the re-negotiation of agreements.

Disputes arising during the life of agreements are nearly always settled through the grievance procedure provided by them. Only 81 strikes, involving about 29,600 workers, occurred in 1956 during the term of agreements.

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## New Year Messages

*(Continued from page 1432)*

receive eight or more paid statutory holidays annually. Pension and other welfare plans covered more workers in 1957 than in previous years.

While we all look forward to further improvements along these lines we must realize they can only be achieved with continued attention to ways of increasing productivity, to good trade relations and to other aspects of sound economic development.

The proportion of the working force involved in strikes during 1957 was insignificant in relation to actual working time. Strikes in 1957 accounted for only about one-tenth of one per cent of the number of days actually worked in Canadian industry.

There were some prolonged and difficult disputes during 1957 in Canada. The fact, however, that the overwhelming majority of employers and workers concluded their bargaining negotiations amicably during the year is evidence of a responsible and realistic attitude on the part of both in these negotiations. It was only in a minority of cases that the help of government conciliation services was requested.

Many important collective agreements negotiated for a two-year period will be open for revision in 1958. The year thus promises to be an active one in labour-management relations.

With a view to improving labour relations legislation in the federal field, we have invited representative employer and labour organizations to submit their views as to any changes which they consider desirable.

Today's expanding technology is creating increasing needs for all kinds of highly trained specialists, and is altering the character of other jobs and the kind of education and training needed. It has never been so essential for young people to remain in school and secure as much education and training as possible.

Our economy is basically sound and we can go forward into 1958 with confidence.

1958 will have its challenges. Among these is the highest possible employment of our human resources. Another is the growing need for highly trained manpower in this age of rapid scientific and technical advance.



# LABOUR LAW

## Labour Legislation in Manitoba, 1957

Employment Standards Act consolidates three principal labour laws.  
Extensive administrative amendments are made to Labour Relations Act

At the session of the Manitoba Legislature which began on January 29 and prorogued on April 5, the Employment Standards Act was passed, representing the results of a long-term study by the Select Standing Committee on Industrial Relations which has been studying various aspects of labour legislation since 1953. The Act consolidates and revises the Hours and Conditions of Work Act, the Minimum Wage Act and the Factories Act.

A considerable number of amendments were made to the Labour Relations Act, chiefly designed to improve the operation of the Act. As amended, the Act provides for the termination of bargaining rights where a bargaining agent has not been certified as well as for the revocation of certification. Another amendment sets out the terms of a final settlement provision which will apply where the parties have not included such a provision in their collective agreement.

The coverage of the Steam and Pressure Plants Act and the Operating Engineers and Firemen Act was widened.

### Employment Standards Act

The Employment Standards Act is a codification of the province's main labour laws, the Hours and Conditions of Work Act, the Minimum Wage Act and the Factories Act, and embodies the recommendations of the Select Standing Committee on Industrial Relations which has been studying various aspects of labour legislation since 1953. The Committee presented the fourth revision of its working memorandum as a basis for the Act on February 14 and the revision was introduced in bill form on March 22.

The Act consists of four parts: Part I—General (providing for the keeping of records by employers, regulation of home work, control of employment of children, the making of regulations respecting the control of dangerous employments and other matters, special permits, exemptions and

enforcement); Part II—Minimum Wages; Part III—Hours and Conditions of Work; Part IV—Safety of Employees in Factories.

The original bill also contained provisions regarding fair wages on government contracts and minimum wages in the construction industry, but these were deleted by the Legislature and held over for further consideration.

The Act applies, generally, to all employment but excludes the following classes of persons: independent contractors; persons employed in agriculture, fishing, fur farming, dairy farming or in the growing of horticultural or market garden products; domestic servants in private homes; "a person working on a voluntary basis in a religious, philanthropic, political or patriotic institution"; persons who, as beneficiaries under a charitable, rehabilitation or therapeutic project or plan, are employed by a municipal, religious or philanthropic body; and students in-training or qualified members of the professions of accountancy, architecture, dentistry, engineering, law, medicine, nursing or pharmacy.

The provisions of Part III dealing with hours and conditions of work have a different application, which is noted below.

### *Part I—General*

Many of the provisions of the general section were formerly contained in the Factories Act but will now have the wider application as set out above.

As under the former Factories Act, the Lieutenant-Governor in Council is authorized to make regulations respecting the control of dangerous employment. Provision is now made, in the general part of the Act, for the making of regulations by the Lieutenant-Governor in Council governing industries that utilize radioactive substances.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

The employment of children under 15 years is forbidden in all employment covered by the Act except with a written permit from the Minister. The Act states that no child may be employed in such a manner, or upon such work or service, so that its safety, health or moral well-being may be hurtfully affected.

Following an inquiry made into home labour in the garment industry in 1955, more supervision of take home work is provided for. An employer intending to give out home work must first register with the Minister, and the Minister, in his absolute discretion, may impose "conditions and limitations" upon the work in so far as remuneration is concerned. Under the former provisions in the Factories Act, the employer was required to keep a register of work given out, but now he must record full particulars of the type and amount of work done by each employee, the rate of wages, earnings and deductions.

A greatly expanded section respecting the keeping of records of hours, wages, vacations with pay, termination of employment and other particulars is included in the new Act. Unless the Minister authorizes the employer to dispense with the keeping of records, every employer must keep records setting out the occupation of the employee, date of commencement of employment and the date on which employment ceases, the hours worked each day (including a separate entry for overtime), the rate of wages paid, deductions, rate paid for work on a general holiday, the dates on which wages are paid, the amount paid on each occasion and the date and particulars of each change in the rate of wages. With regard to annual holidays, the employer must set out the date of commencement and completion of the vacation, the period of employment in respect of which the vacation was given, the amount of vacation pay given and the date on which payment was made, the amount of money paid in lieu of an annual vacation on termination of employment and the date on which the payment was made.

### *Part II—Minimum Wages*

Provision is made for the appointment of one or more Minimum Wage Boards, each of which is to perform its duties within the area for which it is appointed. A Board must be, as before, equally representative of the employer and employee point of view. Unlike the Board under the former Act, which was restricted to a membership of five, each Board may consist of five or more persons, and the term of office of the members corresponds to the number of

employer and employee representatives on the Board, with one employer member and one employee member retiring each year. Members may be reappointed.

The powers of the Minimum Wage Board are more limited than before because a number of the Board's former powers relate to matters now dealt with in other sections of the Act, for instance hours, overtime, minimum age for employment and employment on statutory holidays. The Board's powers are now confined to standards of minimum wages to be paid to employees of different ages who are learners, inexperienced, handicapped or special employees, the maximum proportion of the latter to other employees in the same employment, and the maximum amount of deductions which may be allowed. Now, the Board may make recommendations only at the direction of the Minister and may not, as before, act on its own initiative.

In deciding upon its recommendations, a Board is expressly directed to be guided by "the cost to an employee of purchasing the necessities of life and health," and it may conduct inquiries and hear representations from interested persons. At the direction of the Minister, it must investigate the prevailing conditions of employment, including wages and hours in any occupation. If a majority of the members consider that an inquiry should be undertaken, they may require the Chairman to convene a meeting of the Board to consider making such a recommendation.

### *Part III—Hours and Conditions of Work*

Part III, containing the provisions of the former Hours and Conditions of Work Act, deals with hours, overtime, general holidays, notice of termination of employment and weekly day of rest. While the main provisions regarding hours are the same, some changes have been introduced.

The provisions of Part III dealing with hours and weekly rest apply in the cities of Winnipeg, St. Boniface, Brandon, Portage la Prairie and St. James; the towns of Tuxedo, Transcona, Flin Flon and Selkirk; the village of Brooklands; and the rural municipalities of Assiniboia, Charleswood, East Kildonan, Fort Garry, North Kildonan, Old Kildonan, St. Vital, and West Kildonan; and the local government districts of Snow Lake and Lynn Lake.

The industries and occupations covered by the hours and weekly rest sections are mining, quarrying, manufacturing, barbering and hairdressing, offices, the mercantile industry, the insurance business, baking, catering, processing and distribution of milk and milk products, the operation of passenger and freight elevators, road transport,

and clerical work in hotels. Excluded from the hours provisions are persons employed in an undertaking where only members of the employer's family are employed, and travelling salesmen. The additional classes of employees excluded from the weekly rest provisions include employees engaged in emergency work, certain part-time employees, and supervisory, managerial and confidential employees.

The provisions dealing with public holidays and notice of termination of employment are not limited to the above application but apply to all industries and occupations throughout the province except farming.

The Act continues to provide for a maximum work-week of 48 hours for men and 44 for women unless time and one half is paid. An employer is permitted to continue working schedules established through custom or practice, within these limits, with daily hours in excess of eight, without payment of overtime rates, provided he informs any new person taken into his employment of the arrangement, and an employee may apply to the Board for a declaration as to whether the employer is entitled to continue the working hours so established. It is also provided that longer daily hours than eight may be worked without the payment of overtime, in order to permit the working of a 5½ or 5-day week, either with the approval of the Board or (a new condition) if provided for by agreement.

An employer is no longer obliged to obtain the authorization of the Board to require employees in a shop to work longer hours (up to 11) on one or more days of the week at regular rates, within the weekly limits specified, but the Board, after inquiry, may require an employer to revise his practices.

The Act makes provision for the granting of an exemption from differing overtime requirements for men and women in certain circumstances, *i.e.*, where both men and women are employed with a classification or within an "integrated sequence of production operations". In such cases, the employer may, upon application to the Board, be permitted to pay women employees overtime rates after 48 hours rather than after 44 hours in a week.

The Act provides, as before, for extended hours at regular rates in case of accident or emergency. A new section authorizes the Lieutenant-Governor in Council to declare that a state of public emergency exists for the purpose of the Act. If such a declaration is made, or if a Proclamation is issued under the Civil Defence Act

declaring the existence of a state of civil disaster, the provisions of the Act relating to overtime rates will be suspended.

With respect to notice required on termination of employment, the new Act permits the employer to establish a practice under which he and his employees may terminate employment with a period of notice shorter than that required by the Act. In order to establish a practice, the employer is required to notify each employee of the terms of the practice and post a notice setting out the terms. After the lapse of one month from the fulfilling of these conditions the practice will be presumed to be established.

A procedure is now set out in the Act for dealing with a complaint that employment has been terminated without the proper statutory notice. Formerly court action was the only remedy. Now, an aggrieved person may make a written complaint to the Minister of Labour. On receipt of a charge, the Minister may inquire into the facts himself or may refer it to the Board for investigation. If the other party admits that he failed to give the required notice, the Minister or Board may, if the employer is at fault, order him to pay to the employee the amount due him in lieu of notice, and if the employee is at fault, authorize the employer to deduct from any money due to the employee the amount which the employee would have earned if notice had been given. If the employer does not owe sufficient money, the Minister or the Board may issue a certificate setting out the facts and stating the amount due. If the employer brings action to recover the amount, he may produce the certificate in court as *prima facie* evidence of the facts certified.

If the person against whom the charge is made does not admit that he failed to give notice, a hearing may be held. The Minister or Board may dismiss the charge or make a declaration stating the amount due. An appeal may be made against such a declaration within 30 days. Provision is also made for the Board to investigate and make a declaration concerning an employee's claim for vacation wages, where the employer alleges that the employee has terminated his employment without the proper notice and is therefore indebted to him in a stated amount.

Supervising, managerial and confidential employees who were specifically exempted from the Hours and Conditions of Work Act are covered by the Employment Standards Act, except with respect to weekly rest provisions.



#### *Part IV—Safety of Employees in Factories*

The Factories Act was generally simplified and strengthened in being consolidated in the Employment Standards Act. Provisions covered elsewhere were removed, and sections relating solely to young girls and women were replaced by general provisions applicable to all employees. This section applies to all factories throughout the province, factories with fewer than three employees being no longer exempted.

In addition to the provision prohibiting the keeping of a factory so that the safety of any employee is likely to be substantially or permanently injured, a new provision was added stating that "no employer shall employ an employee under conditions such that the employee is exposed to any unnecessary danger".

There is now a much stronger provision regarding the cleaning of machinery. Cleaning or servicing of machinery involving danger to the employee doing the work is prohibited while the machinery is in motion, except with the Minister's written authorization. Where such an authorization is granted it may include recommendations as to the safest method of doing the cleaning or servicing. In the past the cleaning of machinery other than steam engines while in motion was prohibited only if the inspector so directed by written notice. Where the Minister gives an authorization permitting the cleaning of moving machinery, or where it is not practicable to comply fully with the requirements respecting the guarding of dangerous machinery, structures or places, the employer is required to put up and maintain "prominent notices" warning employees and others in the vicinity of danger.

Except with the written permission of the Minister, basement factories are prohibited. Where permission is granted, he may require such conditions to be observed as he sees fit, including the installation of a specified minimum standard of lighting and ventilation.

Where a factory is operated by a tenant in premises in which employees are subjected to dangerous or unsanitary conditions, the Minister is authorized to require the owner of the premises to remedy the situation.

Provisions regulating the employment of young persons in factories were strengthened. Employment of both boys and girls under 15 years is prohibited (formerly, the prohibition applied to boys under 14 and to girls under 15). Birth certificates are now required for the employment of adolescents under 18. They were formerly required only up to the age of 16. Further,

the Lieutenant-Governor in Council may prohibit the employment of boys or girls under 18 (formerly, girls under 18, boys under 16) in a factory in which the work is considered dangerous, unwholesome or unhealthy.

#### *Amendments not Passed*

As introduced in the Legislature, the Employment Standards Act also contained sections proposing major changes in the legislation dealing with fair wages on government contracts and minimum wages in the construction industry. Both of these matters are at present dealt with under the Fair Wage Act. These changes were opposed both by organized labour and employers in the construction industry and the Government dropped these sections from the Act.

Under the present legislation, fair wages are set to apply to both government contracts and to the private work in the construction industry in the same Fair Wage Schedule, which is issued annually. The proposed legislation contemplated a separate schedule of wages and hours to be prepared for each government construction project. In determining what are fair wages it was proposed that "the Lieutenant-Governor in Council shall give consideration to the wages that are generally accepted as current for competent workmen in the area for which the wages are being determined and for the kind or class of work for which the wages are paid; and the wages so determined shall, having regard to these matters, be fair and reasonable".

With respect to the private sector of the construction industry, there was provision in the Bill as introduced for setting up a board representative of employers and employees in the industry to recommend minimum wages and standard hours after which an overtime rate of time and one half must be paid. The Bill provided that the recommendations could be made in respect to a particular zone. The Lieutenant-Governor in Council would have had authority to accept the recommendations of the board and make them binding upon the industry by an order. In reaching its recommendations, the board was to take into account collective agreements, prevailing rates and hours, or "such factors as the Minister requires it to consider". It was proposed further that "the board in settling its recommendation shall proceed upon the basis that labour agreements represent negotiated wages for average journeyman skill in each trade, but the scheduled rate is to be the minimum rate for minimum journeyman skill therein".

## Labour Relations Act

Extensive amendments made to the Labour Relations Act are, for the most part, designed to improve the administrative procedure. The amendments are based on recommendations of the Select Standing Committee on Industrial Relations set up in 1953 to examine all aspects of industrial relations and workmen's compensation legislation. The Committee's recommendations were in turn based on recommendations of the Manitoba Labour Board, which took into consideration briefs and argument presented to the Board by various employer and employee organizations, a memorandum of suggestions made by the Board based on its own experience, and representations made before the Committee by various organizations. The changes made are mainly procedural ones which it was generally agreed would further the purposes of the Act. Other proposals which brought in new points of policy were held for further consideration.

### *Definitions*

The definition of "trade union" was extended to include "a duly organized group or federation of such organizations" in order to allow allied councils or trades councils to bargain on behalf of their members. "Lockout" was expanded to include "a substantial alteration by an employer in the standard cycle or normal pattern of operation in a place of employment" and the definition of "strike" was correspondingly altered to include a refusal to continue the standard cycle or normal pattern of operation.

By an amendment to the definition of "employee" the profession of dietetics was added to the professions excluded from the Act.

A definition of "member in good standing" is added, incorporating into the Act the definition that has been adopted by the Manitoba Labour Board in its rules of practice.

The definition of "parties" was expanded to define the term with reference to a proceeding before the Manitoba Labour Board as "a trade union, employer, or person, that or who is an applicant or a respondent named in the proceeding or is deemed by the Board to be affected thereby".

### *Unfair Labour Practices*

The prohibition against the soliciting of union membership during working hours, was extended to persons not necessarily acting on behalf of a union. A new section was added to provide that the right of the

employer as owner or tenant of the premises to recover damages from trespassers, or to any other remedy against trespassing, is not abridged by the Act.

### *Certification*

The amendments set out in more detail the times for making application for certification where collective agreements of varying terms are in force. Where an agreement is for one year only, application may be made after 10 months of its term have elapsed, and provision is no longer made for an exception with the consent of the Board. Where the agreement is for one year with the provision that it will continue in effect for a second year or successive one-year periods, application may be made during the two months immediately preceding a date on which the agreement may be terminated. Where the agreement is for a fixed term of more than one year, application may be made in the two months preceding any anniversary date or the two months preceding the termination of the agreement.

The conditions under which a craft union within an industrial unit may be considered appropriate for a separate certification were defined more clearly and in line with the view of the Manitoba Court of Appeal in the Manitoba Sugar Company case (L.G., 1952, p. 1228). Certification is to be granted if, in the Board's opinion, the group is otherwise appropriate as a unit for collective bargaining and the circumstances warrant the separation of the group from the employees as a whole.

The section setting out the procedure for certification of a trade union was re-written to provide for certain modifications. As a first step in dealing with the application, the Board must be satisfied "upon a preliminary examination of the material filed and a review of other available facts that the matters stated in support of the claims of the applicant are substantially true". The Board may, as before, alter the description of the unit and add or exclude classes of employees. It may also take such steps as it deems appropriate to determine the wishes of the employees in the unit as to the selection of their bargaining agent.

In order to grant certification, the Board must be satisfied that a majority of the employees in the unit were members in good standing of the union *as of the date of filing of the application* or it must be satisfied of such majority support through the taking of a representation vote. It is emphasized, however, that certification is to be granted in the "absolute discretion" of the Board.

When the Board has ordered a representation vote to be taken a new provision prohibits electioneering or propaganda for the purpose of influencing the vote.

The section dealing with the effect of certification where a collective agreement is in force makes it clear that the rights of the former bargaining agent are terminated. The newly certified union is to be substituted as a party to the agreement "to the extent that the wording and context of the agreement permits".

The Act now provides for the termination of bargaining rights where a bargaining agent has not been certified as well as for the revocation of certification. This is similar to the provision of the Ontario Act. The effect upon a collective agreement of revocation of certification, or of a declaration terminating bargaining rights, if no other bargaining agent has been certified to represent the employees in the unit, was expanded to fix the period of notice required and to set out more specifically the procedure for termination of an agreement. An application for revocation of certification may not be made unless ten months have elapsed since the date of the certification; and no application for a declaration terminating the bargaining rights of a union that is party to an agreement may be made unless ten months have elapsed since the date on which the agreement became effective or, if the agreement is to go on from year to year, only during the two months immediately preceding a date on which the agreement may be terminated; or if it is for more than one year, during the two months immediately preceding any anniversary date or the termination of the agreement. However, the Board may deal with an application at any time if it is of the opinion that the employees in the unit or their employer would otherwise suffer substantial and irremediable damage or loss.

### *Collective Bargaining*

Notice to begin collective bargaining for the renewal, revision or replacement of a collective agreement must be given not more than 60 days and not less than 30 days before the expiry of the agreement. Formerly, notice had to be given during the last two months of the currency of the agreement. If, however, the agreement provides for a different period of notice, the provision of the agreement applies. If an agreement is renewed, revised or replaced upon less than 30 days' notice, and another trade union applies for certification in respect of the employees affected, the Board has discretionary power to require

the parties to the new agreement to show cause why the application should not be entertained, and, after a hearing, may make such order as it considers reasonable.

The provision forbidding an employer to decrease wage rates where notice to begin collective bargaining has been given was amended by forbidding him also to "increase rates of wages for the purpose of impairing the bargaining position of a certified bargaining agent".

A new stipulation provides that once bargaining has been "substantially entered into", a party may not break off negotiations on the ground that proper notice was not given.

### *Conciliation*

Where a request for a conciliation officer is made to the Minister by a bargaining agent that is not certified, if the Minister is not satisfied that the bargaining agent represents the majority of the employees in the unit, he may ask the Board to examine the question of representation. He may consider the report of the Board in determining whether to grant the request of the bargaining agent.

Before appointing a conciliation board, the Minister, in his discretion, is authorized to ascertain whether the parties will offer or undertake to give effect to the recommendations of a conciliation board and may consider the offer or undertaking in deciding whether or not to appoint a conciliation board.

The Minister is now required to inform the parties "forthwith" of the receipt of a conciliation officer's report and the date on which it was made.

### *Collective Agreements*

Where persons who are bargaining collectively have reached agreement it is specifically stated that they shall commit the terms of the collective agreement to writing, execute and deliver to each other a true copy of the agreement so executed, and file a true copy with the Board.

The Act now sets out the terms of a "final settlement" provision which will apply where the parties have not included such a provision in their collective agreement. As in the Ontario Act, the only other Act to contain a specific provision which automatically becomes part of an agreement lacking an arbitration clause, the Board may, at the request of either party, revise the statutory wording or the wording of the agreement where it is considered inadequate or unsuitable in a particular case. Before the amendment, the Act, like the Acts of most of the provinces, authorized the Board to prescribe a grievance



procedure to become part of an agreement, on the application of either party. The Act was also amended to state that the Arbitration Act does not apply to an arbitration under a collective agreement.

An amendment to the section which provided that, in case of a merger of businesses, existing collective agreements remain binding on the certified bargaining agent provides that the agreements are to continue to bind the bargaining agent, whether certified or not.

### *Miscellaneous*

A further change is that, in addition to other alternatives (investigation by the Board, an industrial inquiry commission or a conciliation officer) the Minister is empowered to inquire into a complaint of an alleged violation of the Act.

In addition to the "final and conclusive" powers of the Board to decide certain matters, authority was given to the Board to decide whether or not a provision in a collective agreement or a prevailing custom or procedure in a place of employment is a term or condition of employment.

The powers of the Lieutenant-Governor in Council to make regulations were re-stated to provide specifically for the making of regulations respecting the time when a further application may be made by the same applicant after certification has been refused and when an application for certification may be made by a bargaining agent after its certification has been revoked or its bargaining rights have been terminated. The Board, with the approval of the Lieutenant-Governor in Council, could previously make rules covering the former situation.

### **Boilers and Pressure Vessels**

The coverage of the Steam and Pressure Plants Act and the Operating Engineers and Firemen Act was extended by amending some of the definitions. A "boiler" now means a vessel used to put liquids under pressure by heating as well as a vessel in which steam may be generated. The definition of "compressed gas plant", which formerly applied only to a plant used for producing gas, was widened to cover a plant used for confining gaseous substances under pressure. Instead of exempting pressure plants and pressure vessels subject to a pressure of less than 50 pounds p.s.i., the Acts now exclude only pressure plants and pressure vessels subject to a pressure of less than 15 pounds p.s.i. The definition of "steam plant" was also widened to include any installation designed or used for confining or storing steam or hot water under

pressure. Formerly, it meant an installation used for generating or utilizing steam under pressure.

The Acts were also amended so that any refrigeration plant of 15 tons capacity or more and compressed gas plant of 75 horsepower or more subject to a pressure of 15 pounds p.s.i. or over must now be operated by an operating engineer holding a certificate of qualification under the Operating Engineers and Firemen Act. Previously this rule applied to refrigeration plants and compressed gas plants where the pressure exceeded 50 pounds to the square inch.

The application of the Acts was further amended by the exclusion of plants subject to inspection under the Federal Explosives Act as well as those subject to inspection under the Canada Shipping Act and the Railway Act.

### **Elevators**

An amendment to the Elevator and Hoist Act provides that in cases where there is no danger of injury, by accident, the Minister of Labour, may, on the recommendation of the Elevator and Hoist Board, exempt any elevator from the operation of the regulations and orders. Previously, the Board could grant such exemptions on its own authority.

### **Bills Not Passed**

One of the bills not passed proposed to amend the Labour Relations Act to permit parties to a collective agreement to require membership in a trade union as a condition of employment. At present, parties to a collective agreement may insert in an agreement a provision requiring membership in a trade union as a condition of obtaining employment. The Bill would also have required an employer to check off union dues upon the request of a trade union entitled to bargain collectively under the Act and upon receipt of a written request of the employee.

The amendment also proposed to extend coverage to government boards and commissions and their employees.

The bill was defeated on the motion for second reading.

Another private member's bill which was defeated on second reading proposed to amend the Vacations with Pay Act by providing for two weeks paid vacation after one year of employment instead of one week after a year's employment and two weeks after three years of service as at present. An employee who had had at

least six months service but less than one year's employment when the Act came into force would have been entitled to a proportional number of paid holidays. An employee who had completed a calendar year of employment with an employer but, due to lack of continuity of employment had failed to qualify for a paid vacation of two weeks, would have received vacation credits.

In line with these changes, the Bill would also have given transitory employees in construction work anywhere in the province vacation-with-pay credit stamps equivalent to 4 per cent of their earnings during the pay period. At present only construction workers in Greater Winnipeg are entitled to vacation credits, receiving stamps equivalent in value to 2 per cent of their earnings during the pay period.

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## Labour Legislation in 1957 in Newfoundland, Prince Edward Island

Newfoundland provides for additional assistance to needy persons, and  
Prince Edward Island amends Workmen's Compensation, Trade Union Acts

### NEWFOUNDLAND

The Newfoundland Legislature, in session from March 20 to June 14, made provision for additional assistance to needy persons.

#### Trade Unions

The Trade Union Act, 1950 was amended to authorize the Registrar of Companies to transfer to the Minister of Labour all the documents in his possession that were filed with him under the former Trade Union Act, which was repealed and replaced by the 1950 Act.

#### Social Legislation

*Old Age, Blind and Disabled Persons' Pensions*—In view of the increase from \$40 to \$46 a month voted at the last session of Parliament in the allowances towards which the federal Government will contribute under the joint federal-provincial plans to needy aged, blind and disabled persons, the Old Age Assistance Act, the Blind Persons' Allowances Act and the Disabled Persons' Act were amended to authorize the

Newfoundland government to make new agreements with the federal Government providing for the increases.

*Social Assistance*—The Social Assistance Act, passed in 1954, provides for allowances to needy mothers and to persons who through physical or mental incapacity are unable to support themselves. It also provides for assistance wherever the Director of Social Assistance feels it necessary for the proper maintenance or rehabilitation of a person or his family.

Amendments were made this year to widen the residence qualifications for a mother's allowance. As previously, an allowance is payable to a widow with a child who is otherwise eligible provided she was a resident of Newfoundland at the time she became a widow. A woman may now receive an allowance if she had lived in Newfoundland for at least 15 years in the aggregate and thereafter made her home elsewhere and returned to Newfoundland after the death of her husband.

### PRINCE EDWARD ISLAND

At the 1957 session of the Prince Edward Island Legislature, which sat from February 26 to April 5, the Workmen's Compensation Act was amended to increase the benefits payable under the Act to the children of a workman fatally injured in the course of employment.

All employers of more than six employees were brought under the Trade Union Act.

#### Workmen's Compensation

The monthly compensation payable under the Workmen's Compensation Act to children was increased. The payments to children living with a parent were raised from \$15 to \$20 a month and the maximum monthly amount payable to a widow and children was changed accordingly from \$100 to \$130, the widow's pension remaining at

\$50. An increase from \$25 to \$50 was provided for an orphan, and the monthly maximum to a family of orphans was raised from \$100 to \$120.

By a further amendment, the Workmen's Compensation Board is enabled to pay compensation in respect of a child who is over 16 and under 18 at the time of his father's death in order to assist in furthering his education. Previously, the Board had authority to continue payments for such purpose if the child had been receiving compensation before the age of 16.

#### **Labour Relations**

The Trade Union Act was amended to make the Act applicable to all employers

who regularly employ more than six employees. Formerly only those with more than 15 employees were covered.

#### **Social Legislation**

The Old Age Assistance Act, the Blind Persons' Act and the Disabled Persons' Allowances Act were all amended to provide for the Minister of Health and Welfare to make an agreement with the Government of Canada for payment of assistance under the joint federal-provincial plans of up to \$46 a month, instead of up to a maximum of \$40, to needy aged, blind and disabled persons. The increase is in accordance with the increase voted for these allowances at the last session of Parliament.

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## **Legal Decisions Affecting Labour**

Newfoundland "prevailing rate" employee loses appeal in Supreme Court of Canada. Quebec court rules Labour Relations Board cannot claim privilege reserved to the Crown. Certification order quashed in B.C.

The Supreme Court of Canada has confirmed the decision of the Exchequer Court rejecting the claim, based on the terms of union of Newfoundland with Canada, by a carpenter at Gander Airport who contended he was entitled to the same wages as were paid at other airports.

The Quebec Queen's Bench Court, in appeal, confirmed the decision of the Superior Court to the effect that the Labour Relations Board is not the Crown's adviser or an agency of the Crown and therefore cannot claim the privilege of refusing the production of documents in Court on the ground of public policy.

In British Columbia a certification order was quashed on the ground that the Labour Relations Board did not give an opportunity to all interested parties to present evidence and make representations.

#### **Supreme Court of Canada . . .**

**. . . holds Newfoundland Terms of Union not violated by use of prevailing rate regulations at Gander**

On October 1, 1957, the Supreme Court of Canada rejected by unanimous decision an appeal against the decision of the Exchequer Court to the effect that a federal "prevailing rate" employee was not entitled to the relief sought by his petition of right and to which he claimed to be entitled under the terms of union of Newfoundland with Canada.

The circumstances of the dispute were set out in the report of the Exchequer Court decision (L.G., Nov. 1956, p. 1413). Briefly, Chesley Samson, appellant, prior to April 1, 1949 (the date of union of Newfoundland with Canada) was employed as a carpenter at Gander Airport in Newfoundland. Civil aviation, including Gander Airport, was among the services taken over by Canada from Newfoundland, pursuant to Section 31 of the Terms of Union. Consequently, Samson, on or about April 1, 1949 was offered by and accepted employment with the federal Department of Transport (Air Services Branch) as a first class carpenter at the Gander Airport. He continued in this employment until June 1952.

In October 1952 he filed a petition of right in which he claimed a deficiency in the wages or salary paid to him from April 1, 1949 to June 30, 1952. It was alleged that for a certain part of this period he did not receive the same wages as were being paid to carpenters employed by Her Majesty at airports located at Winnipeg, Malton and Dorval. In presenting his case the appellant chose the terms and conditions at Dorval Airport as those to which he claimed to be entitled, because it was suggested that those two airports were comparable; the amount claimed was apparently computed by comparing the wages he received from April 1, 1949 to



June 30, 1952 while working at Gander with what was being paid at Dorval, both with respect to the hourly wage and the allowance for overtime.

The relevant part of the petition of right asserted that:

By reason of the fact that he has not been paid wages or salary in accordance with the wage rates and the work-week from time to time governing employment in the Department of Transport (Air Services Branch), contrary to Subsection (1) of Section 39 of the said Terms of Union, there is due and owing to him, in respect of the period from the first day of April, 1949, to the thirtieth day of June, 1952, the sum of \$3,468.10.

As a basis for his claim the appellant relied on Section 39(1) of the Terms of Union, which reads as follows:

39. (1) Employees of the Government of Newfoundland in the services taken over by Canada pursuant to these terms will be offered employment in these services or in similar Canadian services under the terms and conditions from time to time governing employment in those services, but without reduction in salary or loss of pension rights acquired by reason of service in Newfoundland.

Chief Justice Kerwin in dismissing appeal agreed with the President of the Exchequer Court that Section 39(1) does not mean that when the appellant was offered and accepted employment as a carpenter at Gander Airport he was entitled to terms and conditions from time to time governing the employment of carpenters at Dorval Airport, or any other Canadian airport. Since he was offered and accepted employment at Gander he was subject to terms and conditions governing employment there. If he had been offered employment in a Canadian service similar to Gander it would be under the terms and conditions from time to time governing employment in such similar Canadian service.

Mr. Justice Rand in his reasons for judgment did not agree with the view expanded by the appellant's counsel regarding the terms and the act of union, who argued that a contract had been entered into between the people individually and collectively of Newfoundland, represented by their negotiators, and the Government of Canada, from which a right arose in the appellant enforceable against the Dominion Crown by legal proceedings.

In Mr. Justice Rand's opinion the so-called contract was simply an agreement, a consensus, on the terms on which the union would be acceptable to the two communities. The agreement received statutory confirmation by the action of the Imperial Parliament, and the British North America Act 1949 gave to this agreement

the force of law. In this way the Terms of Union became the statutory provisions of the union. Consequently the question at bar is one of interpretation of Section 39(1) of the Terms of Union, both of its factual content and the nature of the right or obligation created, whether individual or governmental only.

The section in question granted the appellant a personal right and created a specific obligation towards him on the part of the Dominion Crown. This obligation seems to be that the Government will offer employment to him and others similarly placed on the terms mentioned; and that if he accepts the offer, the resulting employment will embody those terms. The language of the clause means generally that the former employees will be retained in their employment if they elect to continue in it, and that they will have certain benefits secured to them. This in turn presupposes generally that the public work or undertaking will continue as before.

In the case at bar the appellant continued his work in the existing and continued service in Newfoundland. He did not complain that his wages have been reduced or the pension rights not recognized. His complaint is that contrary to Section 39(1) he has not been paid wages equal to those in similar airfields in other parts of Canada.

According to Section 39(1) the employment was to be "under the terms and conditions from time to time governing employees in those services". This means, Mr. Justice Rand continued, in the case at bar, national terms and conditions applicable to work at Gander. There are terms and conditions prescribed generally for the Dominion-wide air services, and for carpenters they provide for what is known as the "prevailing rate" of remuneration, meaning the rate which carpenters, working generally in the district or community of the employee, are paid.

Counsel for the appellant did not contend that the "prevailing rate" in Newfoundland has not been applied, but it was argued that the appellant was given employment not in the service in which he was already employed, but in a similar Canadian service, the air service of Canada as it included Newfoundland.

In Mr. Justice Rand's opinion to be in a service under the national government, whether national in scope or confined to one province, means to be subject to the terms and conditions governing it as the national government makes them; and the "prevailing rate" is a determinative factor

of the appellant's right whether he was given employment in a service in which he was already employed, or in a similar Canadian service.

The final objection presented by counsel for the appellant dealt with the administration of the employment. The Civil Service Act was extended to Newfoundland as of the date of the union. It is by a regulation of the Civil Service Commission that the "prevailing rate" measure was applied. The actual finding of that rate in the case of the appellant was not ascertained by the Commission itself. A regulation issued by the Commission provides that the finding of the "prevailing rate" by a governmental department, approved by order in council, would be accepted as proof of the fact. Counsel for the appellant challenged this as a delegation beyond the authority of the Commission to make.

Mr. Justice Rand rejected this contention. In his opinion a distinction must be made between prescribing the standard of remuneration and determining a fact for the purpose of applying it. The Commission having prescribed the standard of remuneration ("prevailing rate") can determine the fact (the actual scale of wages) by any reasonable means at its disposal, and the most obvious would be a department in a position, by reasons of its services, to do so. However, as the appellant does not claim that he was not receiving the "prevailing rate" the question of delegation is irrelevant. What is sought by the appellant is a rate equal to that being paid at another airport in another province. In Mr. Justice Rand's opinion each airport is subject to the same standard ("prevailing rate") and that its application at Gander may result in the wages being less than at other airports has no bearing on the issue.

Mr. Justice Locke in his reasons for judgment noted that the appellant's claim was for a sum of money alleged to be due as wages and was not a claim for damages. The only contract directly made between the appellant and the Crown was that constituted by the offer of employment at an hourly wage rate made on April 1, 1949, and his acceptance of that offer and by his subsequent acceptance without demur over a period of more than two years of wages at the hourly rate offered to and paid to him.

However, in his petition the appellant contended that the agreement between Newfoundland and Canada was made on behalf of the people of Newfoundland, including the appellant, by their elected

representatives, so that in effect the appellant was a party to this agreement and could bring an action to enforce the covenants of the Dominion.

Mr. Justice Locke thought this contention to be wholly untenable. The agreement in question was made between the political entity known as Newfoundland and the Dominion of Canada. The appellant being a stranger to the contract had no right to action under the agreement.

Also it was argued on behalf of the appellant that there was a "constitutional duty" imposed on Canada by Article 39 (1) which argument implied that there was a statutory duty cast upon the Crown to pay wages at a higher rate than those paid to the appellant. If there was such a duty, in the opinion of Mr. Justice Locke, the remedy for a breach would be in damages and no such claim was advanced by the petition.

In conclusion Mr. Justice Locke was of the opinion that the objection that no cause of action was disclosed by the petition of right was well taken and he concurred with his colleagues in dismissing the appeal with costs. *Chesley Samson and Her Majesty the Queen and The Attorney General of Newfoundland*, Supreme Court of Canada, October 1, 1957.

#### Quebec Court of Queen's Bench . . .

. . . rules Labour Board cannot refuse, on grounds of public policy, to produce documents in court

On July 11, 1957, the Quebec Court of Queen's Bench (in appeal) unanimously upheld the decision of the Superior Court denying the Labour Relations Board the privilege to refuse the production in court of documents from the Labour Relations Board's files on the ground of public policy.

The circumstances of the dispute, as related in the reasons for judgment, were the following.

On March 14, 1956, Canadian Ingersoll-Rand Company Ltd. obtained authority from a judge of the Superior Court for the issuance of a writ of prohibition against the Quebec Labour Relations Board. By its petition in support of such writ the Company sought to annul a decision of the Labour Relations Board recognizing the United Steelworkers of America as the bargaining representative of certain of the Company's employees in Sherbrooke. The Company contended that the Labour Relations Board in certifying the union acted without jurisdiction.

At the trial, the Company called as witness counsel and Secretary of the Labour Relations Board, who had been summoned

by a *subpoena* to bring into court the Labour Relations Board's file relating to the certification of the union in question as representative of the company's employees.

The witness brought with him the files in question as required by the *subpoena* but before he was asked to produce any particular document he made a formal declaration in which, on behalf of the Board, he objected to the production of the files of the Board and all information therein contained, except the decisions rendered and the certificate issued by the said Board.

In support of this objection counsel produced a certified copy of the Board's resolution setting forth the basis of the objection and a general description of the contents of its file. The resolution was dated December 4, 1956 and stressed that the Labour Relations Board was opposed to the production in Court of the files in question for the reasons of public interest and in particular for the following reasons: the Board has exclusive powers to receive all the documents relating to the request for certification made by an association of employees, and to investigate the *bona fide* and representative character of such an association; the Labour Relations Act aims to secure freedom of employees to join a union of their choice and to protect these employees against any discrimination because of their membership in a union; the functions of the Board are strictly described by the law and exercised with regard to employees in general, consequently the Board should in the public interest abstain from producing even in courts the documents contained in its files and which documents the Board only has the right to obtain and preserve in order to fulfil the essential purpose of the law; it is in the public interest that the Board should not be forced to produce in the present case either the relevant documents or oral evidence regarding these documents. After enumerating various documents contained in the files in connection with the case at bar, the resolution repeated the Board's objection to the production in part or in its entirety of the files of the case at bar, in order to protect freedom to join a union of one's choice and industrial peace between the workers and the management, and in order to allow the law to fulfil its essential purpose.

The trial judge dismissed the objection on the grounds that the Board was not the State, being established for certain particular purposes and exercising a quasi-judicial function rendering it liable to review by writ of prohibition, and he ruled

that the Labour Relations Board was not entitled to object to the production of documents from its files on the ground of public policy.

The decision of the trial judge was appealed. The court of appeal decided to restrict its consideration to the Labour Relations Board's objection to produce its files in court as being in the public interest. The court by unanimous decision confirmed the ruling of the trial judge and dismissed the appeal. Each of the judges gave separate reasons for judgment.

Mr. Justice Hyde noted that the appeal was founded on the provisions of Art. 332 C.P., which states:

He (the witness) cannot be compelled to declare what has been revealed to him confidentially in his professional character as religious or legal adviser, or as an officer of State where public policy is concerned.

Counsel of the Board stated that the objection was based only on the last part of the article dealing with public policy.

The objection on the grounds of public policy was dealt with in several cases.

In this respect Mr. Justice Estey of the Supreme Court in the *Regina v. Snider* (1954) case, said:

That considerations of public safety and security require that the utmost secrecy be maintained with respect to certain documents and information in relation thereto in the possession of the Crown has long been recognized. The Courts, in the administration of justice, have accepted as part of their duty, the maintenance of that secrecy and have not required either be adduced in evidence.

All the cases stress, however, that the privilege is intimately associated with the Crown and it must be claimed on behalf of the Crown by or in the name of a responsible minister of the Crown, which neither the Secretary, the Board nor any of the members of the Board can claim to be. In the *Duncan v. Cammell, Laird and Co. Ltd.* case (1942) Viscount Simon, speaking for the House of Lords, said:

The essential matter is that the decision to object should be taken by the minister who is the political head of the department, and that he should have seen and considered the contents of the documents and himself have formed the view that on grounds of public interest they ought not to be produced, either because of their actual contents or because of the class of documents, e.g., departmental minutes, to which they belong.

In Mr. Justice Hyde's opinion the Labour Relations Board is not the Crown's adviser or an agency of the Crown. It is an independent body exercising quasi-judicial and administrative powers pursuant to the provisions of the Labour Relations Act. The powers of the Board are limited to those attributed to it by statute. There is nothing



in the Labour Relations Act to support the stand which the Board maintained in the case at bar. In the case *La Commission de relations ouvrières de la province de Québec v. E. B. Eddy Company and La Fraternité Unie des charpentiers-menuisiers d'Amérique* (1956), (L.G., Aug. 1956, p. 1030) the court held that Article 45 of that Act which makes it an offence for "any functionary of the Board, or other person acting under its orders" to reveal any facts of which he had knowledge in the exercise of his duties to anyone "other than the Board" is a matter of internal administration and does not stand in the way of production of documents or information under the order of the court.

Mr. Justice Hyde was of the opinion that the trial judge was correct in holding that the Board had no status to establish the objection on the ground of public policy on behalf of the Crown.

He also noted that there may be situations where the court is required on its own to deny the production of documents or information in the public interest. But, he said:

I do not think that this is one. The principal objection advanced by counsel is that organized labour as a class is entitled to be protected from retaliatory treatment by its employers by reason of union activity. An examination of the statute demonstrates that the employee is given every substantial protection thereunder. Article 8 provides for a secret ballot if the Commission thinks that constraint on employees is being exercised. Article 20 forbids the employer in any manner to dominate or hinder the formation or the activities of any association of employees. Article 21 says that no employer shall refuse to employ any person because such person is a member or an officer of an association, or seek by intimidation, threat or dismissal or other threat, or by the imposition of a penalty or by any other means, to compel the employee to abstain from becoming or to cease being a member or an officer of an association. Article 22 states that no person shall use intimidation or threats to induce anyone to become, refrain from becoming or cease to be a member of an association, and penalties are provided for breach of these provisions.

Mr. Justice Saint-Jacques in his reasons for judgment, while concurring with the conclusions reached by Mr. Justice Hyde, stressed that the Quebec Labour Relations Board was created by a statute of the provincial Legislature. The Board is an administrative organ which sometimes exercises quasi-judicial powers. The Board does not possess any other rights but those expressly granted by the statute, and the privilege which the Board is invoking is one that only the Crown or its representatives duly authorized can claim.

In Mr. Justice Owen's opinion it is unthinkable that any Board such as the

Labour Relations Board should claim the power to decide conclusively that evidence in its possession should not be produced in the courts because public policy is concerned. There is grave danger, he said, that there would be confusion of public policy and personal convenience in such a case. Also, in his opinion it is doubtful whether anyone other than the Minister who is the political head of the department concerned or his deputy or someone acting on his instructions is capable of raising an objection to the production of evidence on the ground of public policy.

Like Mr. Justice Hyde, he thought that it is possible that in some cases the court itself might raise the question of public policy without any objection being made. But, in his opinion, in the case at bar the revealing of the contents of the documents in the Board's files would not be contrary to public interest or public policy. There are means of protecting employees from reprisals on the part of employers, contained in the Labour Relations Act itself as well as in other laws.

In conclusion he was of the opinion that it had not been shown that it would be against public policy to have the file of the Labour Relations Board produced in court and the objection made on behalf of the Board should be dismissed. *Commission de Relations Ouvrières de la Province de Québec v. Canadian Ingersoll-Rand Company Limited*, (1957) B.R., RJQ, p. 63.

### Supreme Court of British Columbia . . .

...sets aside certification order because Board failed to give company chance to make submission

On April 11, 1957 Mr. Justice McInnes of the Supreme Court of British Columbia allowed an application for writ of *certiorari* and quashed an order of the Labour Relations Board granting certification to a union.

The circumstances of the dispute, as related by Mr. Justice McInnes in his reasons for judgment, were as follows.

There were two companies carrying on business in Vancouver out of the same warehouse, one being Traders' Service Limited, and the other Traders' Transport Service Limited, both having the same managing director. The first company has been engaged in the labelling, weighing and sampling business, and the other in public cartage and transfer business.

On August 9, 1956, the Registrar of the Labour Relations Board sent a notice to Traders' Service Limited advising that company that the Retail, Wholesale and Department Store Union Local 580 had

applied to be certified for a unit of employees of Traders' Service Limited. The notice read that an officer of the Department of Labour would investigate the merits of this application and that written submissions concerning the above applications would be considered by the Labour Relations Board if received within ten days of the date of the notice. Enclosed was a copy of the notice to be posted in the establishment for the information of the employees concerned.

On August 13, Mr. Muir, the Manager of Traders' Service Limited, replied to the Registrar's letter pointing out that there was some mistake in this application or in the name of the firm intended to be named. He added: "Apparently the staff has not been approached by the above-named Local, which confirms our feeling that a somewhat serious mistake has occurred as to the proper identity of the firm which should appear in the application."

On August 14, the Board replied to the Manager's letter stating: "...If there is a mistake in identity, this will be disclosed by our investigation. Your company is clearly named as the employer of the unit..."

The company did not receive any other communication until November 8, 1956, when it was notified by the Board that the union in question had been certified as bargaining agent for the employees of Traders' Service Limited. A copy of the certificate was enclosed with that letter.

The company contested the decision of the Board and later applied for a writ of *certiorari* to set aside the certification order, claiming, among other things, that the Labour Relations Board acted without jurisdiction or declined jurisdiction in that it failed to give Traders' Service Limited any or alternatively any adequate opportunity to be heard or to present evidence and make representations on the question as to whether the persons mentioned in paragraph 16 of the said affidavit of the said Muir were employees of Traders' Service Limited or of Traders' Transport Service Limited.

The available evidence disclosed that at first two applications were made by the union to the Board, one for certification in respect of Traders' Service Limited and another for Traders' Transport Service Limited. Apparently as a result of information which the union received from the Board and which was not divulged to the company in question, the union withdrew its application with respect to the Traders' Transport Service Limited and asked the Board to include the employees of Traders' Transport Service Limited in its application for certification as a bargaining agent for Traders' Service Limited.

The attention of Traders' Service Limited was never directed to the fact that it was the intention of the union to claim that employees who were allegedly working for Traders' Transport Service Limited were to be included in the certification.

This, in the opinion of the Court, was the only substantial issue which the Board had to investigate and determine and it was imperative that the attention of Traders' Service Limited should have been directed to that issue. That issue, however, was never directed to the attention of the Traders' Service Limited and the company was given no opportunity to meet it.

Section 62 (8) of the British Columbia Labour Relations Act, relevant to the case at bar, reads: "The Board shall determine its own procedure, but shall in every case give an opportunity to all interested parties to present evidence and make representation."

The Court noted that the essential question of whether or not the employees who were allegedly employed by Traders' Transport Service Limited were in effect employees of Traders' Service Limited was never directed to the attention of the company by the Board. Even if this question was raised by the Board's investigator in the interviews with the Manager it was not enough.

In Mr. Justice McInnes's opinion the company in question was entitled to receive notice of this submission directly from the Board itself, and the company was never given an opportunity to make submissions on this issue.

Mr. Justice McInnes was of the opinion that the situation existing in the case at bar was dealt with in the case of *Mantha v. Montreal (City)* (1939), where Chief Justice Duff said:

One thing is plain: the appellant not having been informed of the nature of the report of the doctors was given no opportunity of answering that report before the Executive Committee had reached their decision.

It is obvious, of course, that in these circumstances there was no inquiry of the character contemplated by Section 11. The duty of an administrative body charged with an inquiry into facts the results of which is to affect the civil rights of parties has been stated many times. It will be sufficient to refer to the language of Lord Loreburn in *Board of Education v. Rice* [1911]:

"I need not add... they must act in good faith and fairly listen to both sides... They can obtain information in any way they think best always giving a fair opportunity to those who are parties to the controversy for correcting or contradicting any relevant statement prejudicial to their views".

The Court referred to another dictum of Lord Loreburn, in *Board of Education v.*

*Rice* quoted by Mr. Justice Wilson in *Labour Relations Board v. Lake Cowichan School Board District No. 66*:

Comparatively recent statutes had extended, if they have not originated, the practice of imposing upon departments or officers of State the duty of deciding or determining questions of various kinds. In the present instance, as in many others, what comes for determination is sometimes a matter to be settled by discretion involving no law. It will, I suppose, usually be of an administrative kind; but sometimes it will involve matter of law as well as matter of fact, or even depend upon matter of law alone. In such cases the Board of Education will have to ascertain the law and also to ascertain the facts. I need not add that in doing either they must act in good faith and fairly listen to both sides, for that is a duty lying upon every one who decides anything. But I do not think they are bound to treat such a question as though it were a trial. They have no power to administer an oath, and need not examine witnesses. They can obtain information in any way they think best, always giving a fair opportunity to those who are parties in the controversy for correcting or contradicting any relevant statement prejudicial to their view.

Relying on those authorities and on the Supreme Court of Canada judgments in the *Globe Printing Co.* case (L.G. 1953, p. 1174) and *l'Alliance des Professeurs Catholiques* case (L.G. 1953, p. 1177),

the Court held that it was incumbent upon the Board to disclose to the company in question the issue raised by the union's application for certification and to give the Traders' Service Limited an opportunity to meet it. As the Board failed to do so it has violated the provisions of Section 62 (8) of the Labour Relations Act in that they did not "give an opportunity to all interested parties to present evidence and make representation". By acting so the Board declined jurisdiction and therefore its certification order must be set aside.

The Labour Relations Board, the judge added, is a quasi-judicial body. As such, parties coming before it have a right to expect that the Board will act in a judicial manner.

The examination of the correspondence between the Board and the union indicated beyond doubt that the Board was actively assisting and advising the union in the presentation of its submission and at the same time scrupulously avoiding any communication to the employer of the nature of the claim being made against it. In the opinion of the Court this conduct on the part of the Board was reprehensible and should not be condoned. *Re Traders' Service Limited*, (1957) 23 WWR, Part 2, 67.

## Recent Regulations under Provincial Legislation

New Brunswick issues comprehensive safety regulations for coal mines

Ontario amends fire and dust control regulations for grain elevators

The new regulations governing the operation of coal mines in New Brunswick, as well as laying down safety measures similar to those issued for metal mines and quarries, set out special rules for coal-stripping operations, one of which requires the owner or lessee to send to the inspector information regarding operating conditions before work commences.

In Ontario, an amendment to the regulations under the Factory, Shop and Office Building Act for grain elevators requires that, except for minor repairs, the Department of Labour approve all plans and drawings before any dust control system may be installed or altered. Regulations under the Public Health Act provide that before a person may establish a slaughterhouse or meat processing plant he must notify the Department of Health, enclosing a copy of plans and specifications. New regulations under the Mothers' and Dependent Children's Allowances Act set maximum monthly allowances ranging from \$120 for two beneficiaries to \$180 for seven or more.

Other regulations deal with wages of apprentice painters and decorators in Manitoba, the educational requirements of apprentice pipe-mechanics in Quebec, safety standards under the Alberta Public Service Vehicles Act, and an amendment to the schedule of industrial diseases under the British Columbia Workmen's Compensation Act.

### Alberta Apprenticeship Act

Under the new system of filing regulations set up following the passing of the Alberta Regulations Act, the general and special regulations under the Alberta Apprenticeship Act have been re-issued as Regulations 113 to 126/57 and were gazetted on October 15.

The list of designated trades is given in Regulation 113/57, which also deals with fees. The general regulations governing all designated trades are set out in Regulation 114/57; these are followed by the special regulations for the trades of bricklayer, mason, tilesetter and terrazzo worker



(115/57); the carpenter trade (116/57); the machinist trade (118/57); the trade of millwright (119/57); the motor vehicle repair trade (120/57); the painting and decorating trade (121/57); the trade of plasterer (122/57); the trade of plumber, steamfitter and gasfitter (123/57); the radio technician trade (124/57); the sheet metal trade (125/57); the trade of welding (126/57).

#### **Alberta Boilers and Pressure Vessels Act**

The regulations under the Boilers and Pressure Vessels Act were re-issued recently and gazetted on September 30 as regulations 90/57, 91/57, 92/57, 93/57 and 94/57.

Regulation 90/57 deals with fees while on active military service. Regulation 91/57 sets out the regulations governing the design, fabrication and installation of boilers and pressure vessels (O.C. 863/56). Regulations as to the standards of qualification and examination of pressure welders which were authorized by O.C. 442/56 are contained in Regulation 92/57. Regulations with respect to the certification of engineers and firemen (O.C. 1360/55) are now filed as Regulation 93/57. Regulation 94/57 contains the regulations as to fees which were approved by O.C. 1267/55, O.C. 222/57 and O.C. 387/57.

#### **Alberta Public Service Vehicles Act**

The regulations under the Public Service Vehicles Act, which among other provisions add rules with respect to construction and equipment of public service trucks and buses, maximum gross weights, and transportation of dangerous goods, as well as some provisions relating to the qualifications and conduct of drivers, were re-issued as Regulation 69/57 and gazetted on September 30. Some amendments authorized by O.C. 1500/57 were gazetted on October 15 as Regulation 146/57.

The amendments dealing with log books of truck drivers, medical certificates, lists of drivers and drivers of school buses were made to conform with changes made earlier this year in the regulations under the Vehicles and Highway Traffic Act as a result of which chauffeurs' and drivers' licences were replaced by four classes of operators' licences, namely, "A", "B", "C" and "D" operators' licences. A Class "A" licence entitles the holder to operate all classes of motor vehicles but he is required to file a medical report annually; a Class "B" licence permits the holder to drive all motor vehicles except a passenger bus, school bus or taxicab; a Class "C" licence authorizes the holder to operate a farm truck or a vehicle designated under Class "D"; a Class "D" licence permits the licensee to drive a vehicle up to 6,000 pounds gross weight, other than a passenger bus, school bus or taxicab.

Under the amended regulations under the Public Service Vehicles Act, all truck drivers licensed as Class "A" or Class "B" operators, except those employed within limits of cities, may be required to carry a log book in which a daily record of their hours of work must be kept. As under the previous regulations, the log books must be available for inspection at all times and are to be returned upon completion.

The provision regarding medical certificates now states that every driver of a public service passenger-carrying vehicle who is required to secure a Class "A" operator's licence will be granted such a licence only after presenting a satisfactory medical certificate from a medical practitioner in the province of Alberta certifying that he is physically fit.

The holder of a liveryman's certificate may now hire only drivers with a Class "A" operator's licence who carry the prescribed medical certificate. The regulations again require the holder of a liveryman's licence to supply the Highway Traffic Board with a list of drivers upon request and also to notify the Board whenever a driver is dismissed, giving reasons for the dismissal.

A driver of a school bus must be at least 18 years, and be the holder of a subsisting Class "A" operator's licence which may not be issued until the applicant has filed a medical certificate of physical fitness.

The new regulations also provide that the Board may prescribe for operators of public service and commercial vehicles whatever qualifications it considers necessary to carry out the intent of the Act.

#### **Alberta Tradesmen's Qualification Act**

The regulations under the Alberta Tradesmen's Qualification Act have been re-issued as Regulations 148 to 160/57 and were gazetted on October 15.

The special trade regulations are as follows: the trade of an auto body mechanic (148/57); the trade of barber (149/57); the trade of beauty culture (150/57); the trade of an electrician (151/57); the trade of an internal combustion engine mechanic (152/57); the trade of a motor vehicle mechanic (153/57); the trade of a plumber (154/57); the trade of a steamfitter (155/57); the trade of a gasfitter (156/57); the trade of a radiotechnician (157/57); the trade of a refrigerator mechanic (158/57).

Regulations regarding the review of examinations (O.C. 46/37) are set out in Alta. Reg. 159/57. The prohibition against engaging in a designated trade without a certificate of proficiency (O.C. 788/54) and the list of designated trades are given in Alta. Reg. 160/57.

## **Alberta Trade Schools Regulation Act**

The regulations under the Trade Schools Regulation Act have been filed under the Regulations Act as Regulations 143 and 144/57 and were gazetted on October 15.

The trades coming within the provisions of the Trades Schools Regulation Act (O.C. 1411/36 and O.C. 692/40) are set out in Alta. Reg. 143/57 and the general regulations (O.C. 864/56) in Alta. Reg. 144/57.

## **Alberta Welding Act**

The regulations under the Alberta Welding Act dealing with certification of welders were gazetted on October 15 as Alta. Reg. 145/57.

## **British Columbia Workmen's Compensation Act**

By a regulation effective on July 12, 1957, and gazetted on October 24, the British Columbia Workmen's Compensation Board amended the Schedule of Industrial Diseases so that the description of the disease of tenosynovitis now reads: tenosynovitis, tendonitis, aseptic inflammation affecting the sheaths and (or) tendons. Formerly, the disease was described as an aseptic inflammation affecting the sheaths and tendons.

## **Manitoba Apprenticeship Act**

Rules relating to the painters' and decorators' trade made under the Manitoba Apprenticeship Act by Man. Reg. 42/49 were amended with respect to apprentices' wage rates by Man. Reg. 89/57 gazetted on October 26.

The four-year term of apprenticeship continues to be divided into eight periods of six months for wage-rate purposes and, as formerly, apprentices' wages are expressed as percentages of a journeyman's rate. The starting rate is now 45 per cent and the percentage rate is increased by 5 per cent every six months until the sixth six-month period, when it reaches 70 per cent. During the final year, for the seventh and eighth six-month periods the rates are 80 and 90 per cent respectively, the same as formerly.

Under the previous regulations, the starting rate was 35 per cent with increases of 5 per cent every six months until the fourth six-month period, when the rate was 50 per cent, after which it increased by 10 per cent every six months.

## **New Brunswick Mining Act**

New regulations governing the operation of coal mines under the New Brunswick Mining Act approved by O.C. 57-711 were gazetted on September 4, supplementing the less comprehensive safety rules for coal mines set out in Part II of the Act.

The regulations will apply wherever there is any opening or excavation in or working of the ground for the purpose of mining, opening up, developing or proving any coal or coal-bearing deposit, including all works, machinery, plants, buildings and premises below or above ground belonging to or used in connection with a mine.

The new regulations specifically set out the powers of inspectors and the duties and responsibilities of mine officials and lay down detailed requirements with respect to conditions of employment, surface arrangements, ventilation, explosives, fire protection, hoists, shafts, machinery, electricity and other safety matters, many of which are similar to the provisions of the regulations governing metal mines and quarries issued in December 1955 (L.G., March 1956, p. 302). In addition, the regulations set out some special rules for underground operations, for long wall mining and coal-stripping operations.

### *Powers of Inspectors*

Except that they provide that an inspector must visit every mine at least once a month, the regulations assign the same duties and powers to inspectors as the regulations governing metal mines and quarries. An inspector who discovers anything that would endanger the safety of any person in or about a mine must notify the owner, agent or manager, giving instructions as to how to remedy the matter. If he thinks that any delay might be dangerous he may close the mine or stop work until the situation is remedied, in each case sending the Chief Inspector a copy of the order, together with the reasons for his actions.

### *Duties of Owners and Managers*

Like owners of other mines, the owner of a working coal mine is required to appoint a manager and to provide him with all the facilities needed to comply with the regulations. If work in or about a mine is let to a contractor or subcontractor, he must observe and enforce all rules pertaining to his work and will be subject to the same penalties as an owner or agent if he fails to comply with the regulations.

The manager is responsible for the control, management and direction of the mine or works and must appoint some suitable person to take charge during his absence. The manager must take all necessary and reasonable measures to see that all regulations are enforced, that every employee observes the rules applicable to his work and that every superintendent, foreman and department head assumes his share of the responsibility.

As in the case of metal mines and quarries, some duties may be performed by either the owner, agent or manager. These include: posting regulations, together with the name and address of the inspector, owner or agent, in a conspicuous place at the mine; keeping in the mine office a register of all mine employees, and, when requested by an inspector, an accurate plan of the mine workings; notifying the Chief Inspector and the inspector in case of an accident causing loss of life, serious personal injury or seven days' loss of work; sending to the inspector particulars of certain dangerous occurrences specified in the regulations; and notifying the inspector immediately after work has commenced for the opening of a new mine or the re-opening of an abandoned mine. In addition, the new regulations require the owner, agent, or manager of a coal mine to send to the Minister of Lands and Mines a monthly return showing, among other particulars, the number of persons employed above ground and below ground, the classification of workers, the number of days worked and such other information as may be required by the Minister.

The regulations also provide that the Minister, through the Chief Inspector or any other officer appointed for the purpose, may require the lessee or operator to furnish proof that persons operating machinery, handling explosives, timbering the workings or performing other duties in or around a coal mine are properly qualified and, in any case where qualifications are not satisfactory, may order the person to cease work. The Chief Inspector may also, after a hearing, cancel the mining certificate of any holder who violates any provision of the regulations or who carries on his work in such a manner as to endanger life or property.

#### *Certificates of Workmen*

Except that provision has been made for the granting of provisional certificates and permits to work at the working-face, the certification procedure is the same as that set out in the Act, the regulations providing that the Minister may appoint a Board of Examiners for any mining district to examine applicants for certificates of competency. The Board will consist of the district inspector, who will act as chairman, and two other persons with practical experience in mining in New Brunswick who hold miners' certificates. If satisfied that a candidate has the proper qualifications, the Board will report its findings to the

Minister who will issue a certificate of competency to the applicant. The Minister may, also, on the recommendation of the Board, issue a certificate without examination to a person holding a similar certificate granted in the United Kingdom, another Canadian province or another country where the training and examination requirements are equivalent to those in New Brunswick.

The provisional coal miner's certificate of competency which may now be issued by an inspector to any person to cover the period from the date of issuance to the next examination will be valid only in the district for which it was granted. Unless the holder qualifies for a coal miner's certificate at the next examination, the provisional certificate will become void and the person holding it will be immediately discharged from employment as a coal miner.

A permit allowing a person without a miner's certificate of competency to be employed at the working-face under the supervision of a person holding a certificate may be issued if the inspector considers there will be no hazard to the applicant or other workmen. The applicant must be at least 16 years and have sufficient knowledge of English to understand working directions and warnings. Such a permit would be valid for a period of not more than one year and only in the district specified.

#### *Conditions of Employment*

As under the safety regulations, no person may be in charge of a working face unless he is at least 18 years, has had at least one year's experience underground and is the holder of a certificate of competency. An underground foreman must be at least 21 years and must have had at least two years' experience in underground mining or be a professional engineer with at least one year's experience in underground mining.

Other requirements for employment in coal mines are similar to those in the regulations for metal mines and quarries. No girl or woman may be employed in or about a coal mine except in a technical, clerical or domestic capacity. Boys under 16 years are forbidden to work underground and no person under 18 years may be allowed to take charge of any kind of hoist, or to operate machinery except under the direct supervision of an experienced operator. To be in charge of any hoist at any shaft or winze in which men are handled a workman must be at least 21 years and, in the opinion of the inspector, must have had adequate experience on a reversing hoist.



Every person who is exclusively engaged in supervising the work of other men must be able to give, receive, read, and write orders in the English language. No person may be in charge as a deckman, caretender, skiptender or hoistman unless his knowledge of English is sufficient to enable him to carry out his duties in a thoroughly safe manner.

Unless exempted by the Workmen's Compensation Board, every workman employed in a mine, in a coal-stripping operation or a coal-treatment plant must be examined at least once every 12 months by a physician selected by the employer. The medical examination is to be at the employer's expense and must include a chest X-Ray. Hoistmen are also required to have medical examinations, the regulations providing that no person may operate a hoist at any shaft or winze in which men are handled unless he has been examined by a qualified medical practitioner acceptable to the employer and has been issued a Hoistman's Medical Certificate testifying that he is mentally and physically fit to discharge his duties. The certificate must be renewed annually and is to be kept on file by the employer and shown to the inspector upon request.

No person may be employed at his working place below ground for more than eight hours in any period of 24 consecutive hours except to render assistance in the event of an accident, to meet any danger, or to deal with an emergency or exceptional work so as to avoid serious interference with ordinary work in the mine. The Minister may by regulation define "emergency" or "exceptional" work and fix the rate to be paid to persons who are required to remain below ground or work longer than eight hours in any 24-hour period.

The regulations also provide that wheelers are to be paid the same as other workmen and their names entered on the regular payrolls.

### *Surface Arrangements*

One of the rules with respect to surface arrangements states that in every mine where a vertical or inclined shaft has been sunk and lateral workings have been extended for 600 feet or more from the shaft, an auxiliary exit must be provided which may not be less than 50 feet from the main hoisting shaft. Any building covering the auxiliary exit must be of such material and so constructed as to reduce the fire hazard to a minimum. Boilers, diesel engines, or internal combustion engines may be installed only under the conditions specified. Adequate stationary lights are to be

provided at night at all working places of all head-frames, portal-houses or shaft-houses. The operator is also required to install at each mine a system of checking employees in and out satisfactory to the inspector. The requirements with respect to dressing rooms, drinking water, sanitary facilities, and first aid are the same as for other mines.

### *Ventilation*

As well as providing that the air in a coal mine must contain sufficient oxygen and be free of injurious amounts of noxious impurities, such conditions to be maintained either by natural ventilation or approved means of mechanical ventilation, the regulations stipulate that at least 200 cubic feet of pure air per minute must be supplied for each person or animal employed in a mine, or more if the inspector so directs. All doors used in assisting or conducting the ventilation must be hung and adjusted so that they close automatically. Fans and structures housing them are to be constructed of fireproof material.

### *Explosives*

Except with the approval of the Chief Inspector and the inspector, only permitted explosives may be used for blowing coal or blasting in any coal mine. "Permitted explosive" means an explosive having the same constituents mixed in the same proportions and manufactured in the same manner as an explosive that has passed the tests of the British Government or the United States Bureau of Mines and has been declared by them or either of them to be a "permitted explosive".

Explosives must be stored in a magazine approved by the inspector and must be in charge of a competent person appointed by the manager. Once a week, the manager or a competent person authorized by him must make a thorough inspection of all explosives, fuse and magazines, making a written report of his findings when required by the inspector.

The operator is required to observe generally recognized safe methods for the handling and use of explosives and is responsible for seeing that all miners in his employ are informed of these methods. He must immediately suspend or dismiss any person who violates a safety provision with respect to explosives.

Another rule with regard to explosives provides that, at least once every three months, every approved blasting apparatus in use must be cleaned and thoroughly overhauled by a competent person appointed by the manager.

## *Fire Protection*

With regard to fire protection at the surface, the regulations require adequate and suitable fire-fighting equipment to be maintained in or about every head-frame, portal-house, shaft-house or other building the loss of which by fire might endanger the mine entrance. Suitable measures for protection against fire are to be adopted and rigidly adhered to where torches are used, and inflammable refuse may not be allowed to accumulate in surface buildings. Rules are also laid down respecting the storage of volatile inflammable liquids, grease and oil, liquid fuel, calcium carbide and cylinders of acetylene or oxygen.

All underground buildings are to be so constructed as to reduce the fire hazard to a minimum. Except in cases where the inspector considers no danger exists, fire-fighting equipment must be provided at all underground crusher-stations, electrical installations, pump-stations, shaft-stations and tipples. Every month a properly authorized person is to make an inspection of this equipment, following which he must make a written report to the manager. The regulations also lay down the usual rules with regard to fires, the generation of gases and the storage of dangerous substances.

## *Underground Operations*

No miner may work underground at the coal face unless a foreman is on duty. Underground work is also prohibited unless the regular surface crew is on duty, except in the case of miners working with machines under a long-wall or short-wall system or engaged in drilling or blasting in preparation for mining or driving main levels.

In all mines, the operator is required to appoint a person whose duty it will be to inspect all working levels and timbering and ensure that everything is done with a maximum of safety. Every place where men are working must be inspected by a foreman or official at least twice a week. A report book in which the inspector may record his findings is also to be provided by the operator and kept open for inspection by any representative of the mine employees.

## *Long-Wall Mining*

Where mining is carried on by the long-wall system, whether by means of hand or by coal-cutting machinery, the length of face-line between the roadways may not be more than 300 feet unless approved by the inspector. All roads, levels or ways leading to the long-wall face must be fully complete to within 25 feet of the working face. The roof and sides of all roads and

working-places are to be made secure. The regulations also require a sufficient supply of suitable mine timber to be maintained in a convenient place underground.

## *Coal-stripping Operations*

While the application of the provisions referred to above is not limited to underground work, the regulations also set out special rules for coal-stripping operations which apply wherever coal extracted from the seam is reached through complete removal of the overburden. The regulations stipulate, however, that if doubt arises as to whether other provisions apply to coal-stripping operations, the matter will be decided by the Chief Inspector.

Before coal-stripping operations commence, the owner or lessee must send to the inspector particulars as to the inclination and thickness of the seam, the nature and thickness of the overburden, the local topography, the type of machinery to be used and the probable number of workers to be employed.

All work must be properly supervised, the regulations providing that the owner, agent or lessee must, with the approval of the inspector, appoint a qualified person to exercise daily supervision over operations and be responsible for the observance of the regulations. Each shift must be supervised by a shiftboss with experience in large-scale excavating work. Before the end of his shift, the shiftboss is required to make a thorough examination of the pit, recording his findings in the report book, which must be available to the inspector upon request. Blasting may be done only under the direct supervision of a person experienced in quarry work and the use of explosives. However, an inspector may permit a qualified person to act both as shiftboss and blaster for a specified period. Except with the inspector's permission, no person may be employed in coal-stripping operations unless he wears a protective hat of an approved type.

Special rules are set out regarding the storage and use of explosives in coal-stripping operations. Explosives are to be kept in a specially constructed building situated at least 200 feet from where blasting operations are likely to be carried on. The maximum amount that may be stored at any one time will be decided by the inspector.

All loading and blasting operations must be done under the direct personal supervision of the blaster. While explosives are being loaded into a shot hole, only persons connected with the operation may be in the vicinity. High explosives delivered to the shot area must be stacked in accordance

with the table of distance. If secondary blasting is carried on, it must be done in the prescribed manner

The regulations also set out the conditions under which primacord may be used, one rule providing that the igniter fuse must be long enough to permit the blaster or shot-firer to reach a safe place before the first shot fires. Shot-firers are also required to know the burning rate of the fuse.

Special precautions are to be taken when blasting in stripping operations adjacent to underground workings, the regulations providing that such blasting may be done only after all men have been removed from the underground workings. After firing multiple shots, the shot-firer must make a careful examination of the working place before permitting workmen to return to the area. All misfires are to be removed under the supervision of the foreman.

While stripping, care must be taken to prevent slides or falls of overburden. Where it is necessary to remove the coal in several lifts, the height of each bench may not exceed 12 feet unless the coal is removed by power-shovel or drag-line. The owner or lessee is also required to supply proper ropes and ladders to permit convenient and safe access to all parts of the excavation. Water may not be allowed to accumulate in a working pit.

A general rule with respect to equipment provides that all stripping and loading equipment must be inspected daily and the results recorded. Operators of shovels, drag-lines and tractors are to be provided with sufficient warning devices and are required to rest buckets or blades on the ground when machines are not in motion. Buckets of all machinery on the highwall when brought to rest in the ground must be at least 25 feet from the edge of the cut.

All truck roads are to be maintained in good condition and wide enough to permit safe passing of vehicles. Where conditions prevent the exchange of signals between truck drivers and shovel or drag-line operators, a flagman must be on duty to give signals. Unless the cab of a truck is protected by a substantial covering, no person may remain inside during mechanical loading operations.

#### *Other Provisions*

One of the general provisions requires an operator of a coal mine to check off union dues on the written request of an employee, which may be cancelled at any time. Another states that suitable scales for the weighing of coal at the bank-head must be provided at every mine employing 40 or more men.

Any person violating the provisions of the regulations is guilty of an offence and liable on conviction to a fine not exceeding \$20 for each day the offence continues. No prosecution may be instituted against the owner, agent or manager of a mine except by the inspector or with the consent in writing of the Minister.

### **Ontario Factory, Shop and Office Building Act**

The regulations under the Ontario Factory, Shop and Office Building Act for fire and dust control and general safety in grain elevators (L.G., 1946, p. 1105) have been amended by new provisions setting more stringent requirements with respect to ventilation, equipment, power and dust control systems. The amendments were approved by O. Reg. 222/57 and gazetted on October 19.

One change was that ventilation by mechanical means must now be provided where the bins or tanks are not equipped with dust-tight covers as well as in buildings which do not have the required window ventilation.

A number of changes were made in the section on equipment. With certain exceptions, the belt of an elevator leg must now be equipped with a device that automatically shuts off the power being supplied to the elevator and warns the operator by a clearly audible or visual signal when the leg-belt slows to less than 80 per cent of its speed when loaded to safe capacity.

Where grain is delivered to the boot of an elevator leg by a conveyor, the conveyor motor and leg motor must be interlocked so that the conveyor motor will start only when the leg motor is operating and will stop automatically when the leg motor stops.

A new provision with respect to spouts states that every shipping spout must have a safety cable attached in such a manner that the upper end of the spout is safely supported by the cable if the rotating joint or any part should fail.

With certain exceptions, every enclosed bin, tank or interspace must be provided with direct positive air-aspiration. Existing ones may, as formerly, be provided with a vent to the outdoors. The vent, however, is now required to have a capacity equivalent to a round opening at least 12 inches in diameter.

One of the new provisions with respect to dust control systems provides that no dust control system may now be installed or altered except for minor repairs unless drawings and specifications have been approved by the Department of Labour. The dust control system and all its parts must be designed, installed and operated



so as to prevent grain dust from entering the atmosphere of the elevator, minimize the pick-up of solid grain from the grain handling machinery and minimize normal wear and mechanical shock. Another new provision requires the dust control system to be operated continuously while grain or grain refuse is being handled. If dust is burned in an incinerator or furnace, the dust must pass through a mechanical device which will prevent flames spreading to the dust conveying system.

The provision prohibiting steam locomotives from entering an elevator or a trackshed having a receiving hopper has been amended to provide that only diesel locomotives equipped with exhaust stack spark arresters may enter such places.

As well as requiring elevators constructed of combustible materials to be provided with lightning protection, the regulations now also provide that every elevator must be equipped with devices to protect the electrical installation of the elevator from damage from surges of high-voltage electricity due to lightning or other cause.

### **Ontario Mothers' and Dependent Children's Allowances Act**

In Ontario, general regulations were issued recently under the new Mothers' and Dependent Children's Allowances Act. Under this Act, which replaced the Mothers' Allowances Act, a new approach was adopted. Instead of a flat rate grant as formerly, allowances are now to be determined with respect to the financial need of the applicant. The Lieutenant-Governor in Council was given authority to make regulations establishing classes of recipients and prescribing the maximum allowances that may be paid to each class and the circumstances under which they may be granted. Another departure was that administration was decentralized.

Under the new regulations, the maximum monthly allowances payable to a mother or a dependent father are \$120 for two beneficiaries, \$136 for three, \$150 for four, \$162 for five and \$172 for six beneficiaries. Where there are seven or more beneficiaries the maximum monthly payment is \$180.

The maximum monthly allowances payable to a foster-mother are \$30 for one beneficiary, \$55 for two beneficiaries and where there are more than two, \$55 for the first two beneficiaries plus \$15 for each additional beneficiary.

The regulations also set out the income and assets to be taken into consideration, allowances for food and fuel and other qualifications. One of the last provides that a mother who is regularly employed more

than 24 hours each week or who, if not regularly employed, is employed more than 24 hours each week for a period of more than eight consecutive weeks is not eligible for an allowance.

Among other administrative changes, the new regulations set up a board of review consisting of the Director and two or more persons appointed by the Minister of Public Welfare to give advice with respect to the application of the Act or regulations when requested by an applicant, recipient, beneficiary or regional administrator and to examine applications from persons who, while not strictly eligible, may warrant an allowance because of special circumstances.

Instead of being sent to the Director, applications must now be made to the regional administrator, who has also been given authority to suspend an allowance or appoint a trustee under certain circumstances.

The new regulations were approved by O. Reg. 191/57 gazetted September 14, and O. Reg. 216/57 gazetted on October 12.

### **Ontario Public Health Act**

Regulations under the Ontario Public Health Act setting out requirements for slaughter-houses and meat processing plants approved by O. Reg. 193/57 were gazetted on September 14. Though mainly concerned with public health, the regulations also deal with working conditions of employees.

The regulations apply to every person who operates a slaughter-house or meat processing plant except a farmer who slaughters his own animals on his own premises for his own use or a butcher who manufactures fresh sausage incidental to the operation of his butcher shop. Among the general requirements is a rule which provides that no person may construct, operate or maintain a plant except in accordance with the regulations. Before any person may establish a slaughter-house or meat processing plant he must notify the Department of Health, enclosing a copy of the plans and specifications of the premises. Every plant must be located so as to be free from conditions which might affect the sanitary operation of the plant and must be constructed and finished in such manner that it may be maintained in a sanitary condition. No one may slaughter an animal for food except in a slaughterhouse, or process meat except in a meat processing plant.

The regulations specify the equipment to be provided and lay down rules with respect to maintenance and operation, one of which

provides that every refrigerated room in a plant must be equipped with a direct reading thermometer of known accuracy.

All rooms and passageways are to be kept free of condensed moisture. Another provision states that all equipment and utensils must be cleaned before being used and at the end of each day's use. Utensils which have been in contact with infected materials must be cleaned and sterilized immediately by means of hot water or live steam.

The operator is required to provide separate washing and dressing rooms for male and female employees. The regulations also set out the sanitary facilities to be provided.

No person may do work which brings him into contact with meat or manufactured meat products unless he is clean, free from disease which may spread through the medium of food and has taken the tests and examinations required by the local medical officer of health or the Minister of Health. He must also wear clean, washable outer garments and headgear. A person who contracts a communicable skin disease or infection or resides in a place where a communicable disease has occurred may not come in contact with meat or a meat product until he has obtained a certificate from the local medical officer of health certifying that he is free from and not a carrier of any disease that might be spread by food. No person may handle meat or any meat product while carrying any substance that might contaminate such food.

Every slaughter-house and meat processing plant will be subject to inspection by the Administrative Officer of the Department of Health or person designated by him or any other person designated by the Minister of Health. If the Administrative Officer finds any condition which may become dangerous to health or may hinder the suppression of disease he may order the plant closed until conditions have been rectified.

### Quebec Pipe-Mechanics Act

The regulations under the Quebec Pipe-Mechanics Act which set out the requirements for persons wishing to be licensed as piping contractors or as journeymen or apprentices in one of the pipe-fitting trades were amended with respect to apprentices' qualifications by O.C. 1036, gazetted on November 2. The regulations now provide that an applicant for an apprentice's licence must furnish the Board of Examiners with a certificate or statement certifying that he has completed the eighth year of the Primary Course or, in the absence of a certificate or statement, must try an examination to prove that he has the equivalent of a Grade 8 education.

The other requirements remain the same. An apprentice must be at least 16 years of age. An "apprenticeship booklet" will be issued at the same time as the licence and will be kept by the employer and returned to the employee on completion of his apprenticeship.

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## The Montyon Prize

Every year the French Academy of Sciences awards the Montyon Prize "as a reward for the discovery of means to make any mechanical art less unhealthy". The prize was founded in 1782 by a French philanthropist, Baron Auget de Montyon (1733-1820).

Before the Revolution the Montyon Prize was awarded three times, in 1783, 1784 and 1789.

In 1783 the subject of dissertation was to determine the nature and causes of diseases to which the gilders are exposed and the best way of preventing these diseases either by physical or mechanical means. Next year the proposed subject of dissertation was to determine the nature and causes of diseases of workers employed in the manufacturing of hats. In 1789 the prize was awarded for a dissertation dealing with the prevention of diseases to which the grinders of colours were exposed.

In the whirlwinds of revolution and wars the Montyon Prize went into oblivion. Montyon, himself, went into voluntary exile in 1792. By 1815, when he returned to Paris, all prizes and donations had disappeared. Montyon revived his award by providing in his testament a sum of 10,000 francs for an annual prize for a person "who would discover means to render any mechanical art less unhealthy".

The Academy of Sciences accepted this donation in 1821, and the first revived Montyon Prize was awarded in May 1825. Since then the awards have been made every year without interruption. In 1955 the prize was awarded for works concerned with industrial and agricultural hygiene, and in 1956 for discovery of an electrolytic process of polishing metals and for practical consequences of this discovery.

# UNEMPLOYMENT INSURANCE

## Revoke Married Women's Regulation

Minister of Labour tables order in Council revoking Section 161 of regulations under Unemployment Insurance Act, effective November 17

Speaking in the House of Commons on Friday, November 15, Hon. Michael Starr, Minister of Labour, said:

"Mr. Speaker, I beg leave of the House to table copies of Order in Council P.C. 1957-1477 revoking Section 161 of the regulations of the Unemployment Insurance Act regarding married women. Perhaps for the information of the House I might make a statement at this time.

"I should like to announce that effective November 17 the Unemployment Insurance Commission is revoking its regulation that imposes additional conditions for the receipt of unemployment insurance benefit on certain married women. In other words, as far as unemployment insurance is concerned married women in the labour force will now be on exactly the same footing as all other claimants in the labour force.

"Perhaps I should take a minute or two in order to outline the events and reasonings that led to this decision, and I believe I can best begin by noting the special conditions to which married women have been subject.

"In effect, the regulation required any woman who claimed benefit within two years after the date of her marriage to have 10 contribution weeks during that period; and further, if she was working at the time of her marriage the 10 contribution weeks had to be made after her first separation from that employment. This special condition purported to show that the claimant had not left the labour market as a consequence of getting married.

"There were, of course, exceptions to this rule. The additional condition did not have to be fulfilled if her separation from employment was a consequence of her employer's policy against retaining married women; or if, for instance, she was laid off because of a shortage of work. But in spite of the exceptions quite a number of married women have been affected by this regulation ever since it came into being.

"The married women's regulations was introduced in 1950, and it has had a stormy life in the seven years of its existence. As with everything that has overtones of discrimination, it has been a focal point for controversy, and that is perhaps one of the most cogent reasons for abandoning it.

"At the time this regulation was introduced it was argued that a goodly number of newly married women, who had ceased to depend entirely on their own earnings, were nevertheless representing themselves as seeking work for the purpose of drawing benefit. I have always felt that this was a highly dangerous argument since it implied that one knew, without possibility of error, what was in another person's mind.

"Again, it was suggested that married women were making far more claims in proportion to their numbers than were single women or men. This again was a dangerous argument, since it involved casting the shadow of suspicion on an entire class numbering in the hundreds of thousands because it was felt, although it could not be proved, that there was chicanery on the part of a few.

"Since 1950 I know various honourable members have from time to time fulminated against the provisions of this regulation. Perhaps the most persistent and effective champion of the rights of married women in this regard is the Secretary of State, the honourable member for Hamilton West (Mrs. Fairclough). Again, throughout the recent election campaign the Conservative party promised that one of their first acts in office would be the revocation of this regulation.

"I think there are two basic reasons why we rejected the arguments of those who were its proponents. First, there is an

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions and the general employment situation.



almost natural repugnance against anything that has the slightest shading of discrimination, even though the motives of those who favour it are of the highest. Second, and perhaps more important, I believe we sensed that those who favoured the married women's regulations were completely ignoring one inexorable fact. That fact was that the working wife or mother was not a temporary product of World War II but was in fact the indication of a new social trend. If married women in the labour force had only been a temporary phenomenon of the war years and the immediate postwar years, in all likelihood this particular problem would long ago have solved itself. But the married woman in the labour force has long since proved herself to be no temporary phenomenon.

"From June 1951 to June 1957 the number of married women in the labour force increased from 303,000 to 543,000, a gain of 80 per cent. Some of the increase is due no doubt to older women returning to employment when their children have reached an age when they no longer require their mother's full time. It is, however, probably safe to assume that the increase is due in the main to the growing extent to which single women, upon becoming married, continue to work. This I think is the new social trend which I noted a few moments ago.

"Because of the economic factors that have been at work during these past years more and more women have found it necessary to continue working after marriage in order to maintain a reasonable standard of living. Again, it is likely that many married women continue to work because they enjoy the stimulation of the many contacts afforded by a working day as opposed to the housewifely routine.

"It is a known fact that nowadays many women take a temporary leave of absence for childbirth and resume their normal working routine as soon as satisfactory

arrangements are made for the care of the child. This is a pattern that has now won wide acceptance both in industry and in the Civil Service. And, I might add, it is a pattern that strongly indicates that married women are in the labour force to stay, for as far into the future as one can look.

"In view of the undoubted importance and permanence of married women as working women, there is no justification for retaining a regulation which implies that statements made by them as to availability and willingness to work are less reliable than similar statements made by other classes of insured persons.

"There is no justification for retaining a regulation that forces married women to be treated differently from other groups, such as persons who are on pension from their former employers and seasonal workers. Most of all there is no justification for retaining a regulation that discriminates against those married women who, although unable to meet the additional condition that applies to them, are genuinely in the labour market. I believe that whatever good it may have done is far outweighed by this single effect it has had.

"I should like to conclude by noting that each year some 12,000 married women will now be entitled to the protection of unemployment insurance benefit, protection that this regulation has prevented them from receiving. By that I mean 12,000 is the number of married women who were disqualified in the past year by Regulation 161. Although this revocation is not retroactive, I would suggest that married women who have been disqualified under this regulation should get in touch with their national employment office to have their claims reviewed. In the event that the review of their claim indicates that the disqualification might be removed, we would wish to have no delay in the implementation of that removal."

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## 15 States Raise Workmen's Compensation Ceilings

In the first half of this year, ceilings on benefits paid under workmen's compensation laws in the United States were raised by 15 states. Increases in maximum weekly benefits ranged from \$2 to \$15.

The states that raised benefits for temporary total disability, and the nature of the increase, are: Colorado, from \$31.50 to

\$36.75; Idaho, \$40 to \$48; Indiana, \$33 to \$36; Kansas, \$32 to \$34; Maryland, \$35 to \$40; Minnesota, \$40 to \$45; Montana, \$32.50 to \$42.50; Nevada, \$41.54 to \$51.92; New Mexico, \$30 to \$42.35; Oklahoma, \$28 to \$35; South Dakota, \$28 to \$30; Tennessee, \$30 to \$32; Utah, \$40.50 to \$47.25; Vermont, \$28 to \$30; and Washington, \$42.69 to \$56.77.

# Annual Report of Unemployment Insurance Advisory Committee

Possibility that expenditures from Unemployment Insurance Fund will exceed revenue this year foreseen by Committee. Provision of revenue to cover drain on Fund should be considered before benefits improved

The possibility that expenditures from the Unemployment Insurance Fund this year will exceed revenue was foreseen by the Unemployment Insurance Advisory Committee in its report on the condition of the Fund at March 31, 1957.

The report was tabled in the House of Commons October 15 and in the Senate October 22.

The Committee noted that during the fiscal year ending March 31 revenue had exceeded expenditure by only \$20,000,000 despite generally "excellent" employment conditions. Employment prospects this year "are not as good as they were a year ago".

The drain on the Fund was substantially higher in April and May 1957 than in the same months of recent years, the Committee noted. In view of this, and the outlook for the coming year, the Committee "believes that extensive improvement in unemployment insurance benefits would require consideration of provision for revenue to cover any drain there might otherwise be on the Fund".

Because the provision of unemployment insurance benefit for fishermen enacted by Parliament will "without doubt create a drain on the Fund," the Committee urged the Government to authorize payment into the Fund each year of the amount by which the benefits to fishermen exceed contributions.

The Unemployment Insurance Advisory Committee consists of a chairman and eight members, four of whom represent employers and four, employees. Arthur MacNamara, former Deputy Minister of Labour, is Chairman. Members are: T. C. Urquhart, James Hunter, Norman Hesler, H. Shoobridge, G. G. Cushing, George Burt, J. G. McLean and Jean Marchand. It is required by the Unemployment Insurance Act to report yearly on the financial condition of the Fund.

The complete text of the report follows:

## REPORT OF THE UNEMPLOYMENT INSURANCE ADVISORY COMMITTEE

*For the Year Ending March 31, 1957*

To His Excellency

The Governor General in Council

1. Section 89 (1) of the Unemployment Insurance Act requires the Unemployment Insurance Advisory Committee to report not later than July 31st each year on the financial condition of the Unemployment Insurance Fund as at the preceding March 31st.

2. The Committee met on July 29th and 30th, 1957, and received from the Unemployment Insurance Commission financial and statistical statements for the year ending March 31, 1957. These reports were supplemented by further information and explanations, by a report from the Assistant Superintendent of Insurance, Department of Insurance, and by statistical data from the Dominion Bureau of Statistics.

3. The balance at the credit of the Unemployment Insurance Fund at March 31, 1957, was \$874,574,651.66, an increase of \$20,376,133.07 in the twelve-month period. This compared with an increase of \$13,506,201.82 in the fiscal year 1955-56, a decrease of \$40,581,816.57 in the fiscal year 1954-55, and an increase in fiscal 1953-54 of \$29,688,968.68.

4. The whole fund, except for immediate cash requirements, is invested in obligations of or guaranteed by the Government of Canada. These investments are carried on the balance sheet at cost (less amortization of premium and discount), which is approximately \$51,668,530.25 more than the market value at March 31st. The average investment yield of 3.24% compared with 2.97% for the previous year.

5. The revenue for the fiscal year 1956-57 totalled \$251,671,851.77, an increase of \$22,960,106.16 over that of the previous year. This amount was made up as follows:

Employer and Employee Contributions .....	\$ 187,401,180.22
Department of Veterans Affairs Regular Forces	600,309.12
Government Contribution	37,587,449.77
Income from Investments, Penalties and Fines ..	26,082,912.66
	<hr/>
	\$ 251,671,851.77

The surplus built up in previous years has proved very valuable by creating a splendid income from investments which materially adds to the annual revenue.

6. Benefit payments in the year 1956-57 totalled \$231,295,718.70, of which \$201,196,193.03 was expended in regular benefit and an estimated \$30,099,525.67 in seasonal benefit. This represents an increase from the previous year of \$16,090,174.91 in total benefit.

7. The operations for the year resulted in an excess of revenue over expenditures of \$20,376,133.07.

8. It should be mentioned that there was a revenue from investment of the Fund of \$26 million. Without this item there would have been an excess of some \$6 million in benefit payments over revenue during the year.

9. (Paragraph 9 listed the reports attached to the Committee's report.)

10. Special attention is called to points made in the report from the Department of Insurance:

(a) *The economic and employment conditions during the past year 1956-57* was on the whole a year of high employment. Judging from experience of recent years, one would expect, for the next few years, somewhat more unemployment than in 1956-57.

(b) *Operations of U.I. Act during four-year period ended March 31/57*—Uncertainties introduced by extensive changes in Act in 1955 will continue for some time and should be kept in mind, but, so far, the ratio of the average number of beneficiaries to the average insured population under the new Act has reacted in much the same way as under the old Act.

(c) *What economic and employment conditions may be expected in the future?* Picture now seems to indicate a good summer for 1957, followed by a winter similar to the one just past with perhaps somewhat higher unemployment. "There are few indications that the level of unemployment will be markedly different from that observed in the past few years."

(d) *How will Unemployment Insurance Fund be affected by these conditions?* Extension of coverage to fishermen in 1957 will raise benefit payments somewhat. Continued "seasoning" of new Act may be expected to have similar effect.

Although Fund is substantial, remaining relatively constant at about \$850 million during the last four years, the 20% to 25% increase in the insured population from 1953 to 1957 has reduced it from \$273 to \$225 per insured person.

"It appears likely that under employment conditions expected in the next fiscal year the Fund will decline slightly or at best remain constant." Nevertheless, adjustments at this time to bring revenues and benefit payments into line are not recommended. More experience under the new Act is necessary to establish long-run adequacy or inadequacy of present rates. The Fund is large enough to make a "wait and see" attitude possible.

#### 11. *Employment Conditions and Outlook in Relation to Unemployment Insurance*

According to the latest report on employment issued jointly by the Department of Labour and the Dominion Bureau of Statistics on July 23, 1957, employment, aside from the usual seasonal changes, has increased more rapidly over the past two months than it did earlier this year.

12. The labour force, however, has been increasing faster than employment and this has been a factor in the continuing higher

level of unemployment this year than a year ago. The number of unplaced applications at NES offices is running around 80,000 above the figure for this time last year; while the monthly Labour Force Survey figure of those "without jobs and seeking work" is about 45,000 higher this year.

13. During the past fiscal year when employment conditions, especially throughout the summer and fall, were excellent, Unemployment Insurance Fund revenue exceeded expenditure by only \$20,000,000. Over the current year when employment prospects are not as good as they were a year ago it is probable that expenditure will exceed revenue.

14. It is relevant to note in this connection that the drain on the Unemployment Insurance Fund was substantially higher during April and May of 1957 than in the same months during other recent years. This was the case even though the excess of payments from the Fund over revenue was \$31,000,000 over the period November 1956 to March 1957 as compared with \$52,000,000 over the same period in 1954-55. The reductions in the Fund during April and May from 1954 to 1957 have been as follows:

	April	May
1954 .....	\$11,000,000	\$ 3,000,000
1955 .....	16,000,000	2,000,000
1956 .....	13,000,000	
1957 .....	20,000,000	8,000,000

15. In view of this trend and the outlook for the coming year your Committee believes extensive improvement in unemployment insurance benefits would require consideration of the provision for the revenue to cover any drain there might otherwise be on the Fund.

16. The provision for unemployment insurance for fishermen enacted by Parliament will without doubt create a drain on the Fund. The amount cannot be definitely stated but it has been estimated at between nine and twelve million dollars each year.

17. It is respectfully urged that the Government authorize payment into the Fund each year of the amount the benefits exceed the contributions in respect to fishermen.

18. When the Commission was instructed to prepare regulations for coverage for fishermen, assurances were given by the then Minister of Labour that he would recommend that any drain on the Fund be met by a subsidy, so that what is urged is not a new proposal.

19. Incidentally your Committee was not consulted before the provision for "Fishermen's Coverage" was introduced and passed. It is respectfully suggested that the practice which has usually been followed of consulting the Committee before changes are made be the policy for the future. The Committee believes it can be of more value to the Government if this is done.

20. We wish to report that the President of the Canadian Labour Congress, Mr. Claude Jodoin, was good enough to present to your Committee the recommendations of the Congress of changes desired.

21. The memorandum read by Mr. Jodoin has been forwarded to the Minister of Labour, and will no doubt be repeated in the submissions to the Government when the Congress presents its annual requests.

22. This being the sixteenth year during which the Unemployment Insurance Act has been in operation, it is not out of place to



call attention to the fact that during the period of operation from July 1941 to May 1957 there have been paid out benefits amounting to one billion five hundred and twenty-five million dollars. Had the Act not existed there is no doubt that direct relief would have been required in each of the sixteen years.

23. Mr. George Burt enquired if the Committee would give consideration to the probable effect of "Automation" on the Fund, stating that he understood a committee appointed by the Labour Department was conducting an inquiry. The members of your Advisory Committee instructed that the subject be mentioned in this report and that it be mentioned also that your committee was of the opinion that information on the subject should be sought.

24. As noted above, your Committee is unable to quote a precise amount of the drain on the Fund because of the "Fishermen's Coverage", which brings up the point that the Unemployment Commission believes it should have on its staff a competent research and analysis officer. Your Committee respectfully asks that the Commission's request be granted.

All of which is respectfully submitted.  
A. MacNamara,  
Chairman.

July 30, 1957

#### MEMBERS OF COMMITTEE

T. C. Urquhart  
James Hunter  
Norman Hesler  
H. Shoobridge

G. G. Cushing  
George Burt  
J. G. McLean  
Jean Marchand.

## Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims for benefit in September up 10 per cent over August and more than 90 per cent over September 1956, statistics\* show. New beneficiaries up 118 per cent from year ago

The number of initial and renewal claims for unemployment insurance benefit in September was 124,949, an increase of about 10 per cent over the 115,287 recorded in August, and more than 90 per cent higher than the September 1956 total of 65,007.

The number of claimants having an unemployment register in the "live" file at September 30 was 226,530, comprising 163,433 males and 63,097 females, compared with 208,708 (146,959 males and 61,749 females) on August 30. On September 28, 1956, these figures were 128,440 (80,987 males and 47,453 females). The claimant group actively reporting at September 30, 1957 thus represents an increase of almost 100,000 over the same date last year. The current data constitute 5.7 per cent of the insured population at September 1, while for the same dates last year the percentage was 3.4. Males constituted 72 per cent of the total claimants on September 30, compared with 70 per cent on August 30 and 63 per cent on September 28, 1956. The increase in the proportion of male claimants over 1956 is related to lessened activity in those industries such as construction, mining, etc., employing a high proportion of males.

While claimants on the register two weeks or less now represent a slightly higher proportion of the total (36.6 per cent) than

on August 30 (34.8 per cent) or on September 28, 1956 (35.4 per cent), it is worth noting that the decline which occurred in the relative importance of the 13-weeks-and-over groups was more marked. This group comprised 23.7 per cent of the total on September 30, 1957; 26.9 per cent on August 30 and 28.0 per cent on September 28, 1956. This apparent levelling-off in the duration of recorded unemployment is a factor offsetting the increase in the number of new cases, as represented by the initial and renewal claims filed.

For the first time information on postal claimants is presented in the tables this month. These are the claimants for whom the cost of return transportation to the local office is excessive, i.e., exceeds 40 cents. Claimants falling into this category must file an initial or renewal claim in person (unless the return transportation cost exceeds \$2.00); but subsequent reports are by mail, and since 1954 have been every two weeks rather than weekly. Twenty per cent of the claimants fall into this category.

During September, adjudications on initial and renewal claims numbered 122,026, and 98,092, or 80 per cent, of the cases were considered "entitled to benefit". There is considerable contrast between the adjudications on initial and renewal claims, with about 70 per cent of the initial claims considered "entitled to benefit" as against more than 90 per cent of the renewal. This

\*See Tables E-1 to E-4 at back of book.

is mainly because acceptance of a renewal claim does not involve re-examination of the claimants' record of contributions. Of the 20,316 initial claims shown as "not entitled to benefit", 12,475, or 60 per cent, were cases in which a benefit period was not established. Disqualifications arising from initial, renewal and revised claims numbered 17,695, of which the chief reasons were: "voluntarily left employment without just cause" 6,119 cases; "not capable of and not available for work" 4,236 cases; and "refused offer of work or neglected opportunity to work" 1,461 cases.

The average weekly number of beneficiaries was estimated at 166,000 for September, 155,100 for August and 99,100 for September 1956.

New beneficiaries during September totalled 88,721, against 78,252 for August and 40,640 for September 1956. In comparison with the September 1956 data, the current count of new beneficiaries is higher by 118 per cent.

Benefit payments were at about the same level for September as for August but were well above payments in September 1956. During September a total of \$13,809,589 was paid as compensation for 663,958 weeks, compared with \$13,033,311 and 651,389 weeks during August, and \$7,087,703 and 376,561 weeks during September 1956. The amount of benefit paid during September this year is thus almost double that for September 1956, while the number of weeks compensated is up by 75 per cent. The higher rate of increase in the amount of benefit as compared with the weeks compensated is mainly due to the higher proportion of males, who tend to be concentrated in the higher benefit rates.

The average weekly rate of benefit was \$20.80 during September, \$20.01 during August and \$18.82 during September 1956.

## Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for September show that insurance books or contribution cards have been issued to 4,579,406 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1957.

At September 30 employers registered numbered 296,726, an increase of 946 since August 31.

## Enforcement Statistics

During September 1957 there were 5,030 investigations conducted by enforcement officers across Canada. Of these, 4,000 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 71 were miscellaneous investigations. The remaining 959 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 93 cases, 32 against employers and 61 against claimants.\* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 564\*.

## Unemployment Insurance Fund

Revenue received in September totalled \$21,655,746.82 compared with \$21,367,129.25 in August and \$19,856,432.50 in September 1956. Benefit payments in September amounted to \$13,786,969.73 compared with \$13,010,710.45 in August and \$7,073,287.57 in September 1956. The balance in the fund on September 30 was \$878,248,621.73; on August 31 there was a balance of \$870,379,844.64 and on September 30, 1956, of \$891,847,648.64.

## U.S. Census Bureau Surveys Multiple Jobholding

About 100,000 workers in the United States were holding down three or more jobs at the same time during the week ending July 13, 1957, it was learned in a survey conducted by the U.S. Bureau of the Census. An estimated 3,500,000, or one out of every 20 employed workers, held two jobs or more. These figures were unchanged from a year earlier.

The group designated as multiple jobholders includes wage and salary workers with more than one employer during the week, as well as persons with both a wage and salary job and either self-employment or unpaid work in a family enterprise.

Persons whose primary job was in agriculture reported a much higher incidence of multiple jobholding than non-agricultural workers as a group. Among the latter, high rates were found among postal and other public administration workers and persons in the entertainment and recreation fields.

Married men were as likely to hold a second job if their wives were working as if they were not in the labour force; the primary jobs of multiple jobholders were predominantly full-time; and a large majority of the multiple jobholders worked at two different occupations, the survey revealed.

\*These do not necessarily relate to the investigations conducted during this period.

# Decision of the Umpire under the Unemployment Insurance Act

Decision CUB-1413, October 15, 1957

*(Translation)*

**Summary of the facts:** The claimants, lumberjacks by trade, became unemployed, some in December 1956 and the others in January 1957. They registered at the local office for employment as lumberjacks and filed a claim for benefit, which was allowed.

About mid-March 1957, the local office informed them of employment, presumed to be continuous, as lumberjacks some 300 miles from their homes. The wages offered were at the prevailing rate in the area, that is, \$6.50 to \$7.50 a cord of cut wood, and the employer was to reimburse the cost of transportation (plane and train) on the following conditions: round trip (\$56.00) for 78 working days or a cut of 100 cords of wood and one-way fare for 52 working days or a cut of 54 cords of wood.

The claimants refused to apply for this employment and were disqualified by the insurance officer from receipt of benefit under section 59(1)(a) of the Act. They appealed to a board of referees, which held a hearing on April 24 and 25, 1957. The board of referees maintained the appeal in the case of the claimants who were the head of a family and reduced the period of disqualification to three weeks with respect to the claimants who were single.

The Director of Unemployment Insurance appealed to the Umpire and the interested union requested a hearing, which was held on August 21, 1957. The claimants were represented by Messrs. A..... and J....., officers of the interested union; the Unemployment Insurance Commission was also represented.

**Arguments:** The Commission's representative stated at the hearing that the Unemployment Insurance Commission had lodged these appeals not so much for the purpose of having the decisions of the board of referees reversed, but with a view to refuting some arguments on which was based the board's reasoning for lifting the disqualification or reducing it to three weeks, namely, the question relating to the distance of the employment, transportation costs, the assurance of other employment and family responsibilities.

He expressed the opinion that the Commission considered with disquietude the lengthy period of unemployment which occurs each year, from January to May, with respect to the lumberjacks of that area; that although it does not intend to create a prejudice to them, it is however of the opinion that the principles which govern the acceptance of employment by other groups of workers must also apply in their case; that, if the lumberjacks have some rights as insured persons, they also have responsibilities towards the unemployment insurance fund.

Mr. J....., in reply, submitted that there were in the county where the claimants lived sufficient forestry operations during normal periods to absorb the local manpower and that, during the off season, the lumberjacks generally worked as log-drivers, fishermen, joiners or journeymen in the sawmills; that it was futile for the claimants to go away far from their homes when there was every possibility for them to obtain work within a short time in the area; that, in any event, many reasons rendered the employment unsuitable, among them the fact that the best wood at this period of the year had been cut and that, as early as March 20, the company guaranteed work only until May 31; that it was obvious that, taking into account Sundays and the days of bad weather, the claimant could not hope to give the volume of production required to have his transportation costs reimbursed; that it was rumoured in the area that many lumberjacks, after working a few days at L....., had returned empty handed and that it was advisable to point out that the lumberjacks in these camps did not have the protection of the union.

Mr. A..... argued that in spite of the fact that the Unemployment Insurance Act was one of the best laws of social security in the country, its application with respect to lumberjacks presented great difficulties; that the melting of the snow and the thaw made the lumberjack's work during the spring unremunerative and often detrimental to his health; that the work at L..... was all the more onerous due to the fact that the workers had to do a special cut on account of flooding for the purpose of building a reservoir; that most of the forestry companies ceased cutting wood in February and that disqualification from



unemployment insurance benefit could not be used as a weapon to make sure that the companies wishing to operate during the off season be afforded cheap labour.

**Conclusions:** As a general remark and before discussing the merit of the offer of employment made to the claimants, first I would say that I cannot accept unreservedly all the observations of their representatives.

Thus, it is easy to conceive that the cut of wood during the spring, when the snow is melting and the thaw occurs, could be less remunerative and increase the requirements of an occupation already rigorous enough; but, as stressed by my predecessor in decision CUB-1286, this is an occupational hazard which, *in se*, under the terms of the Unemployment Insurance Act, cannot be used as a motive to justify the refusal of employment.

The same applies to the question of distance. As I noted in a recent decision (CUB-1409), domestic responsibilities must be taken into account when one has to determine whether an offer of employment outside the region where the claimant resides is suitable or not and the adjudicating authorities have always been anxious to protect as much as possible the integrity of the home. However, it goes without saying that this protection cannot be absolute and that certain factors, as for example, the absence of employment prospects in the area, could outweigh the inconveniences caused by the acceptance of other employment outside the area. If it were otherwise, the Unemployment Insurance Act would be nothing more than a medium of assistance or subsidy.

This observation applies *a fortiori* to lumberjacks who, necessarily, have to carry on their trade outside industrial or residential centres.

With respect to the transportation costs, in principle and, *all allowance being made*, it could not be advanced against the acceptance of suitable employment. In this matter, I consider as reasonable the criterion held by the Commission, to the effect that the cost of transporting lumberjacks should not exceed 10 per cent of their prospective wages.

One must always consider that, in the matter of unemployment insurance, there are certain basic principles which can hardly be departed from whatever the circumstances may be.

Every insured person must be available for suitable employment and by suitable employment it is meant work in his trade at the prevailing rate of remuneration in the area and this does not necessarily mean

the salary earned in his previous employment; and after a few weeks of unemployment, or any other interval, which is reasonable under the circumstances, it is meant work other than in his trade or his usual occupation provided it is at the prevailing rate in the area.

Restrictions to availability such as the demand for a certain salary or certain working conditions or still the prospect of other employment are less and less justified as the period of unemployment is prolonged. In other words, an insured person who has been unemployed for a lengthy period of time may be required to accept employment which would be held as unsuitable for another individual and when his personal interests come into conflict with the Unemployment Insurance Act requirements, it is up to him to comply with them or to waive benefit.

If the lumberjacks' case with respect to unemployment insurance raises some difficulties, these difficulties are for the most part particular to all seasonal work and the above-mentioned principles apply more strictly in the case of a seasonal worker precisely on account of the near certainty of his periodic unemployment.

Concerning the present case, in view of the allegation of the union representatives, I requested more specific information on the nature of the employment offer made to the claimants.

This information, obtained on October 4, 1957, shows that the company, in order to keep its L..... camp fully manned, had, at various times since April 1956, reported a certain number of vacancies to the employment offices of the Commission. The offer made to the claimants in March 1957 specified that the company needed 500 lumberjacks and that it was prepared to pay the round trip transportation costs from R..... to the lumber camps if the employee had a cut of 100 cords of wood or worked 78 days and one-way fare for 54 cords of wood or 52 working days. This offer was cancelled on March 20 and replaced by another one for 400 lumberjacks to be hired during the period of March 19 to April 15 and for 200 more to be hired during the period of April 15 to May 15. The new offer specified that, in all probability, work would cease on May 31, 1957. The transportation costs were not to be paid but the company offered a bonus of 25 cents for each cord of wood to the extent of the round trip transportation cost. This last offer was cancelled on March 28 because the company had the necessary labour and on May 31 the forestry operations at L..... to all intents and purposes had ended.

One must conclude that the notice sent to the claimants representing the employment as of a continuous nature was not in accordance with the facts; that taking into account the particular nature of the operations, whereby all standing timber had to be cut, without remuneration being paid for the cutting of wood of no value, this employment did not meet, with respect to wages, the standard recognized by the Commission; that the claimants could barely hope that their volume of production would be sufficient to get the reimbursement of half the transportation costs; and that in certain cases where the notice of employment had not been mailed until March 20 there were chances that the lumberjacks would not even be hired.

Therefore, the attitude taken by the claimants with respect to the offer of employment appears in a more favourable light and the factors which have influenced the board of referees, which by themselves would not be considered as a motive of justification, take on a new importance.

So, whereas the offer of employment was made at the end of the season for the cut of the wood; the employment was located at some 300 miles from the home of the claimants; the operations effected by the company were of an exceptional nature and required special work; the employment was of short duration and in certain cases uncertain; the company undertook to reimburse only the transportation costs from R..... to the lumber camps and under certain terms which the claimants could hardly comply with; the transportation costs were subject to increase due to the fact that bad weather could occasion a forced stay at R.....; the logging season was imminent and offered employment opportunities to the claimants in the area; and considering the combined circumstances, I deem the employment offered to the claimants on or about the middle of March 1957 as unsuitable under the terms of the Act and I dismiss the appeal.

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## Railway Board of Adjustment

*(Continued from page 1472)*

The Company did not take exception to the rate of compensation at through freight rates or the method of overtime compensation called for in the article cited but contended that it had the right of option under another article for payment at straight-away or turn-around basis. It maintained that the present basis of payment was fair and reasonable and in accordance with past practice.

The contention of the employees was sustained.

**Case No. 694**—*Dispute between the Canadian National Railways (Central Region) and the Brotherhood of Railroad Trainmen concerning the claims of a conductor and two brakemen for time held on Sundays in excess of 16 hours.*

Prior to June 15, 1956, a conductor and two brakemen regularly assigned in freight service between Windsor and London, Ont., with Windsor as their home terminal, left London on Sundays at 1:45 a.m. to return to Windsor. On that date, their departure time was changed to 9:00 a.m. The men submitted claims for payment for time held at London in excess of 16 hours; these were declined by the railway.

The union contended that the company was in error in changing the advertised leaving time from 1:45 a.m. to 9:00 a.m.

The company stated that early in 1956 a review of assignments had shown that the Windsor crews assigned to the train in question were being compensated for being held away from home at London from approximately 9:00 a.m. each Saturday until approximately 9:00 a.m. Sunday. An analysis of the particular assignments involved had established that because there was no second section of the train on Sunday, one assignment had been improperly advertised. A new circular had been issued on June 15, 1956, to correct this situation.

The company contended that in changing the established departure time of the assignment one day per week it was only exercising its right to establish or change assignments consistent with required service and economical operation.

The company also contended that the article under which the men had previously been compensated for time away from home was not applicable.

The contention of the employees was not sustained.

# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during October

### Works of Construction, Remodelling, Repair or Demolition

During October the Department of Labour prepared 128 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 151 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in October for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production .....	141	\$1,002,676.00
Post Office .....	18	305,529.06
R.C.M.P. ....	1	30,520.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.



(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or if there be no such custom, then fair and reasonable hours.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during October

During October the sum of \$3,645.62 was collected from 11 contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 170 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during October

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Central Mortgage and Housing Corporation

*St John's Nfld:* Michael Fleming, \*painting of units, Tunis Court. *Eastern Passage N S:* Standard Paving Maritime Ltd, installation of sewer outfall for projects 1, 2 & 4. *Montreal North Que:* Planned Renovators, repairs to rear galleries, VR 1/49.

### Department of Citizenship and Immigration

*Caughnawaga Indian Agency Que:* Roy Davies, heating renovations at Caughnawaga manual training school. *Manitoulin Island Indian Agency Ont:* Ferguson Construction Co, construction of day school & teacherage at Wikwemikong; Palmer & McDermid, construction of teachers' residence, Wikwemikong (RC) day school. *Six Nations Indian Agency Ont:* J I Crowe & Sons, reconstruction of boiler house, Mohawk IRS; Looby Construction Ltd, construction of MacKenzie Creek Bridge No 3, Sam Springs Road. *Meadow Lake Indian Agency Sask:* Dan McLean, refrigeration renovations at Beauval IRS. *Yukon Indian Agency Y T:* Industrial Water Supply Co Ltd, construction of gravel wall well, Lower Post IRS; Finning Tractor & Equipment Co Ltd, supply & installation of diesel electric generating unit, Lower Post IRS.

### Defence Construction (1951) Limited

*Albro Lake N S:* Walter & Leo Casavechia Ltd, installation of water supply connection to water main, RCN Radio Station. *Dartmouth N S:* McDonald Construction Co Ltd, construction of standby power bldg, HMCS *Shearwater*. *Chatham N B:* International Water Supply Ltd, \*exploratory drilling & development of well. *Nicolet Que:* Rodnor Electric Inc, replacement of underground PILC cables, Lake St Peter Proof Range. *St Johns Que:* P Baillargeon Ltée, construction of roads, walks, etc, RCAF Station. *Cobourg Ont:* The Tatham Co Ltd, repairs to roof structure of warehouses 5 & 6. *Hagersville Ont:* Conrad-Rawlinson Ltd, exterior repainting of hangars & leantos. *Boundary Bay B C:* G W Ledingham & Co Ltd, repairs to water distribution system, Vancouver Wireless Station.

### Building and Maintenance

*Greenwood N S:* Leonard Roofers & Metal Workers, reroofing & reflashing of leantos & boiler rooms, RCAF Station. *Camp Gagetown N B:* Standish Bros Regd, spraying of brush in various areas. *Dorval Que:* Albi Applicators Ltd, application of fire retardant coating to hangar No 4. *Valcartier Que:* Union Des Carrieres & Pavages Ltée, paving of Tremblay St. *Mountain View Ont:* Brant Construction Co Ltd, repairs to floor of hangar No 4, No 6 Repair Depot Detachment. *Oshawa Ont:* Ontario Electrical Construction Co Ltd, construction of underground electrical distribution system, Wireless Station. *Ottawa Ont:* J G Tomkins & Co, renovations to bldg 32, Connaught Rifle Range. *Toronto Ont:* Seebach & Sons Ltd, reroofing of bldg No 1, 60 Atlantic Ave.

## Department of Defence Production

### (September Report)

*Summerside P E I*: Curran & Briggs Ltd, installation of storm drainage system, etc, RCAF Station; Curran & Briggs Ltd, repairs to runway & parking areas, RCAF Station. *Bedford N S*: Ralph H Connor, installation of spark proof floor covering in bldgs, RCN Magazines; Dean's Nursery Ltd, spraying of brush, RCN Magazines. *Greenwood N S*: George H Hamilton & Son Ltd, renewal of main hangar roof, RCAF Station. *Halifax N S*: Tasco Sheet Metal & Roofing Co Ltd, renewal of roof & flashings, HMCS *Stadacona*. *Shannon Park N S*: Purdy Bros Ltd, renewal of smoke stacks, central heating plant. *Shearwater N S*: Halifax Painting & Decorating Ltd, exterior painting of PMQs, RCN Air Station. *Chatham N B*: North Shore Construction Ltd, construction of paved surface on refueller parking apron, RCAF Station. *Moncton N B*: W Ronald McLaughlin, relocation of packaging section dip tanks & construction of fire wall, No 5 Supply Depot, RCAF Station. *Montreal Que*: Richard & B A Ryan Ltd, alterations to swimming pool, DND area. *Morin Heights Que*: Claude Labelle, painting of bldgs, RCAF Station. *Quebec Que*: Desrochers Transport Enr, removal of snow during 1957-58, DND areas; LaSalle Asphalte Ltee, paving of parking area, Covefields Bldg. *St Hubert Que*: Baillargeon & Fournier, paving of parking lot, RCAF Station. *Seven Islands Que*: Bruno & Luigi, painting exterior of steelox bldgs, RCAF Station. *Valcartier Que*: A Deslauriers & Fils Ltee, construction of petrol point at camp. *Aylmer Ont*: Northern Roofing Co Ltd, reroofing of bldgs, RCAF Station. *Belleville Ont*: Colt Contracting Co Ltd, exterior repairs to armouries. *Brantford Ont*: Len J McCarthy, repairs to & painting of armouries. *Clinton Ont*: Cardinal Painting Co, painting of recreation centre, RCAF Station; Cardinal Painting Co, interior painting of hangars, RCAF Station; Roy James Construction Co Ltd, construction of guard rails at parking area, RCAF Station; Weatherproofing Ltd, repairs to steam distribution manholes, RCAF Station. *Downsview Ont*: John W Bavington, exterior painting of PMQs, No 1 Supply Depot, RCAF Station; Canadian Comstock Co Ltd, supply & installation of shut-off valves, etc, No 1 Supply Depot, RCAF Station. *Kingston Ont*: Holdcroft Construction Co Ltd, construction & installation of storm sewer, PMQs, Fort Henry Heights. *London Ont*: Towland Construction Ltd, removal of snow & sanding of DND areas to March 31/58, No 27 COD. *Owen Sound Ont*: Russel A Robertson, alterations to armouries. *Uplands Ont*: O'Leary's (1956) Ltd, construction & paving of unloading area, RCAF Station; Robert Strang, exterior painting of PMQs, RCAF Station. *Windsor Ont*: H Winch & Son, repairs to & painting of St Luke Road Barracks. *Rivers Man*: Maple Leaf Construction Ltd, asphalt paving & sealing of overshoot pads on runways, CJATC Camp; Western Asbestos Co Ltd, installation of floor covering in PMQs, CJATC Camp. *Shilo Man*: Claydon Co Ltd, construction of concrete sidewalks, Military Camp; Relf Plumbing & Heating Ltd, installation of feed line to school. *Namao Alta*: Telford Construction Ltd, installation of aerodrome drainage system, RCAF Station. *Lynn Creek B C*: Aeme Plumbing & Heating Co Ltd, repairs to jetty water lines, Naval Supply Depot. *Sea Island B C*: Smith & Co, residing of hangar No 2, RCAF Station.

### (October Report)

*Dartmouth N S*: Greens Economiser Ltd, supply & installation of economizers on high pressure boilers, HMCS *Shearwater*; Standard Construction Co Ltd, modification of bldg, HMCS *Shearwater*. *Halifax N S*: Cameron Contracting Ltd, renovation of existing facilities at centre gate tunnel, HMC Dockyard; Northern Roofing & Metal Workers Ltd, renewal of tar & gravel roof, Naval Stores Bldg, HMC Dockyard; Standard Construction Co Ltd, extension of radiography bldg, HMC Dockyard. *Newport Corner N S*: Municipal Spraying & Contracting Ltd, asphalt paving of certain areas at Naval Radio Station. *Shearwater N S*: Municipal Spraying & Contracting Ltd, hard surfacing of approach, RCN Air Station. *Shelburne N S*: Geo H Hamilton & Son Ltd, renewal of tar & gravel roof, bldg No 28, Naval Base. *Moncton N B*: Stirling Electric Ltd, installation of diesel electric set & power distribution system, HMCS *Coverdale*. *St Margarets N B*: M J Hayes, clearing of trees, RCAF Station. *Bouchard Que*: Gagnon & Fils Ltee, cleaning & regrading of open ditches, St Anne des Plains subdepot. *Lachine Que*: Edgar Milot Inc, repainting of hangar, RCAF Station. *Longueuil Que*: Harbour Electric Ltd, rehabilitation of electrical distribution system, RCN Armament Depot. *Montreal Que*: Baillargeon & Fournier, snow removal for 1957-58, Central Ordnance Depot & barracks area. *St Jean Que*: Jean Paul Trahan Ltee, repair of fire escapes, RCAF Station. *St Sylvestre Que*: Alidor Bergeron, construction of addition to central heating plant,

RCAF Station. *Centralia Ont*: W A Moffatt Co, repairs to roofs, RCAF Station. *North Bay Ont*: Stradwick-Brown Ltd, replacement of tile floor, Headquarters Bldg No 17, RCAF Station. *Ottawa Ont*: W T Sharp Flooring Co Ltd, renewal of floors in laboratories & offices, CASEE, Montreal-Road. *Picton Ont*: Quinte Roofing Ltd, repairing roofs of hangars No 1, 2 & 3, old camp area. *Portage la Prairie Man*: Motor Coach Industries Ltd, installation of aluminum storm & screen sash, RCAF Station. *Dundurn Sask*: Asphalt Services Ltd, gravelling, etc, of roads at camp. *Calgary Alta*: Western Excavating Co Ltd, construction of sports field, Lincoln Park. *Vedder Crossing B C*: Gordon Latham Ltd, supply & installation of boilers in bldgs, No 11 Works Coy, RCE, Chilliwack Detachment.

### Department of Fisheries

*Pictou N S*: Stright-MacKay Ltd, \*construction of two patrol vessels.

### National Harbours Board

*Montreal Que*: Pentagon Construction Co Ltd, construction of elevator B-1 & marine towers.

### Department of National Revenue

*Pigeon River Ont*: Boyd & Sohlman Ltd, construction of customs-excise residence bldgs.

### Department of Public Works

*Trinity Nfld*: Wm A Trask Ltd, construction of post office bldg. *Charlottetown P E I*: L E Wellner Jr, construction of marine railway haulout. *Arisaig N S*: Allan J MacDonald, breakwater repairs. *Margaree Forks N S*: Louis L Chiasson & Joseph C Gaudet, construction of fisheries bldg. *Parkers Cove N S*: Hampton Construction Co Ltd, repairs to east breakwater. *Three Fathom Harbour N S*: Naugle's Sand & Gravel Co Ltd, wharf construction. *Truro N S*: Kenney Construction Co Ltd, construction of RCMP administration bldg. *Yarmouth N S*: Kenney Construction Co Ltd, repairs to ferry terminal. *Cap aux Meules Que*: Les Entreprises de l'Est Ltée, wharf repairs. *Chicoutimi Que*: Frères Jobin Inc, construction of federal bldg. *Lauzon Que*: Rolland Dumont, construction of fire water line, Champlain Dry Dock. *Port St Francois Que*: Rolland Lemire, construction of protection wall. *Ste Flavie Que*: Auguste Carroll, extension to protection wall. *St Laurent Que*: Les Chantiers Maritimes de St Laurent, construction of protection works. *St Romuald Que*: J P A Normand Inc, construction of protection wall (filtration plant). *Trois Pistoles Que*: Adrien Berube, construction of post office bldg. *Ste Monique de Honfleur Que*: Arthur Larouche & Thomas Louis Tremblay, reconstruction of wharf. *Grimsby Ont*: Moir Construction Co Ltd, construction of federal bldg. *London Ont*: The Ellis-Don Ltd, conversion of recreation hall to RC chapel, Westminster Veterans' Hospital. *Ottawa Ont*: Dominion Bridge Co Ltd, supply & installation of boilers & equipment, Central Heating Plant, CEF. *Port Rowan & Wheatley Ont*: Dean Construction Co Ltd, \*dredging. *Toronto Ont*: McNamara Construction Co Ltd, \*dredging. *Lockport Man*: Brothan Painting Co Ltd, cleaning & painting of steel work, St Andrews lock & dam bridge. *North Battleford Sask*: A Gunnlaugson, installation of stand-by generator, Indian Hospital. *Banff Alta*: Burns & Dutton Concrete & Construction Co Ltd, construction of mechanical equipment workshop, Banff National Park. *Alert Bay B C*: Todd Construction Co Ltd, breakwater replacement. *Esquimalt B C*: Ricketts-Sewell Electric Ltd, rehabilitation of electrical system, Dry Dock. *Quatsino & Jeune Landing B C*: Pacific Piledriving Co Ltd, installation of float, gangway & approach at Quatsino & float renewal at Jeune Landing. *Revelstoke National Park B C*: New West Construction Co Ltd, clearing & grubbing, mile 0 to mile 7.5, Trans-Canada Highway. *Westview B C*: Halse-Martin Construction Co Ltd, construction of federal bldg. *Hay River N W T*: Burns & Dutton Concrete & Construction Co Ltd, construction of addition to teachers' quarters & various bldgs. *Yellowknife N W T*: O I Johnson Construction Ltd, construction of various bldgs.

### Department of Transport

*Goose Bay Labrador*: Terminal Construction Division of Henry J Kaiser Co (Canada) Ltd, reroofing of bldgs D 12 & D 13. *Halifax N S*: Ambrose Stewart, clearing, etc, at VOR site, International Airport. *Moncton N B*: Modern Construction Ltd, construction of



raytheon AASR site & related work. *Saint John N B*: Lynk Electric Ltd, installation of airport lighting facilities. *Dorval Que*: T D K Rooney Construction Co Ltd, construction of raytheon AASR site & related work at airport. *Forestville Que*: Michaud & Simard Inc, additional development at airport. *Quebec Que*: Beaudet & Fils Enr, construction of raytheon AASR site & related work at airport; Accurate Electrical Contractors, installation of airport lighting facilities. *Armstrong Ont*: Paul G Wallin, construction of a pumphouse-reservoir & related work at airport. *Kenora Ont*: Paul G Wallin, construction of water supply reservoir & related work at airport. *Lake St Francis Ont*: Ruliff Grass Construction Co Ltd, construction of cribs, footings, etc, for towers. *Malton Ont*: Cart Paving Co Ltd, additional development at airport. *Morrisburg Ont*: Fort Construction & Equipment Ltd, construction of concrete piers, International Section, St Lawrence Seaway. *North Bay Ont*: Temiskaming Construction Ltd, construction of raytheon AASR site & related work at airport. *Papua Ont*: Trans-Northern Engineering & Sales Co, construction of garage & related work. *Sudbury Ont*: Warren Bituminous Paving Co Ltd, additional development at airport. *Timmins Ont*: Standard Paving Ltd, additional development at airport. *Lynn Lake Man*: Calvert Construction Co Ltd, construction of dwelling, garage & related work. *Winnipeg Man*: Ole's Construction Ltd, extensions & alterations to Air Traffic Bldg at airport; Bird Construction Co Ltd, additional development at airport. *Saskatoon Sask*: W C Wells Construction Co Ltd, construction of raytheon AASR site & related work. *Swift Current Sask*: Bird Construction Co Ltd, construction of omni range bldg. *Lac la Biche Alta*: Poole Construction Co Ltd, alterations to C-17 dwelling & construction of radio beacon bldg, dwellings, etc. *Kamloops B C*: Dawson, Wade & Co Ltd, repairing & seal coating of runway at airport. *Port Hardy B C*: Wirtanen Electric Co Ltd, installation of medium intensity runway & taxiway lighting system at airport. *Quesnel B C*: Dawson, Wade & Co Ltd, additional development at airport. *Vancouver B C*: Gilmour Construction & Engineering Co Ltd, construction of raytheon AASR site & related work.

## CCA Urges Fair Wage Schedules in N.S. Contracts

Insertion of fair wage schedules in government contracts and the continued promotion of wintertime construction to offset seasonal unemployment were among recommendations presented recently to the Nova Scotia Government in a Canadian Construction Association brief.

On fair wage schedules, the brief noted that problems had arisen in Nova Scotia and elsewhere because provisions in federal tendering contracts differed from local requirements. It urged that such provisions conform to those set in the province in which the project was located.

In non-federal projects, the brief asked the provincial government to consider the inclusion of fair wage schedules in tendering and contract documents for its own projects, and to provide greater enforcement of the Industrial Standards Act regulations.

The construction industry's importance, the brief said, was shown in the growth of its physical volume to a predicted total of \$6.9 billion in 1957. Approximately \$143,000,000 of this would be spent on Nova Scotia construction, giving employment to about 18,000.

## Canadian Labour Income Greater in September and Nine Months

Paid workers in Canada received an estimated \$1,348,000,000 in the form of wages, salaries and supplementary labour income in September, the Dominion Bureau of Statistics announced last month. This was 1 per cent higher than August's revised total of \$1,335,000,000 and 6.3 per cent greater than the year-earlier total of \$1,268,000,000.

January-September labour income was up 8.7 per cent to \$11,412,000,000 from last year's comparable total of \$10,498,000,000.

All main industry groups reported gains both in September and January-September this year compared with 1956.

# STRIKES AND LOCKOUTS

## October 1957\*

During October, there were 48 work stoppages in existence, causing a total time loss of 128,275 man-days during the month.

While the number of stoppages remained almost unchanged from the previous month (48 compared with 49) the time loss has fallen sharply: by more than 60,000 man-days. In fact, this month's time loss is the lowest since last April. This sharp decrease is mainly due to the termination, in the course of September, of the aluminum strike at Arvida, which had caused a considerable time loss during previous months. Of importance also is the end, at the beginning of October, of the strikes at Gaspe Copper Mines in Murdochville and at Lever Brothers in Toronto. Both stoppages had lasted for several months and caused a considerable time loss.

Of the 48 work stoppages in progress during October, two accounted for nearly three fifths of the total time loss during the month. These stoppages were the Toronto plumbers' strike (39,000 man-days lost) and the fishermen's strike in British Columbia (36,000 man-days). However, on

October 28, the Toronto plumbers' strike ended, after having lasted for almost two months and caused a total time loss of 93,250 man-days.

Twenty of the forty-eight work stoppages in progress during the month involved 100 or more workers; nine of these twenty stoppages were carried over from previous months, and eleven started during October. At the end of the month, 14 stoppages involving 100 or more workers had ended.

On an industry basis, as it will be seen from Table 1, construction had, in October, the highest rate for time lost. The number of man-days lost in the manufacturing industry and in Quebec (see Table 2) dropped considerably as a result of the end of the aluminum strike. While time loss in Quebec dropped from 96,400 man-days in September to 15,250 in October, Ontario's figure did not change considerably, partly because of the continuation in October of the Toronto plumbers' strike. In terms of time-loss, British Columbia followed Ontario with 46,290 man-days, mainly as a result of the strike of the fishermen.

**TABLE 1.—DISTRIBUTION OF NUMBER OF STRIKES, WORKERS INVOLVED, AND TIME LOSS BY INDUSTRIES, OCTOBER 1957**

Industries	Manuf.	Construction	Transport	Mining	Trade	Fishing	Service
No. of Strikes.....	18	16	1	3	5	2	3
No. of Workers.....	2,698	4,314	12	1,911	219	4,700	253
Time loss.....	27,960	50,170	275	4,220	5,385	39,150	1,115

**TABLE 2.—DISTRIBUTION OF NUMBER OF STRIKES, WORKERS INVOLVED, AND TIME LOSS BY PROVINCES, OCTOBER 1957**

Provinces	Ontario	Quebec	British Columbia	Nova Scotia	Manitoba	Newfoundland
No. of Strikes.....	23	8	11	2	2	6
No. of Workers.....	5,835	1,241	5,369	1,461	19	182
Time loss.....	59,890	15,250	46,290	1,970	25	4,850

\*Table G-1 at the back of this issue compares the number of strikes and lockouts in existence during the first ten months of this year with the same months of last year. The approximate number of workers involved and the time-loss resulting are also compared on a monthly basis. The number of strikes and lockouts beginning during each month is also indicated.

Table G-2 deals more specifically with the stoppages involving 100 or more workers in existence during October 1957. The approximate time-loss, together with the number of workers involved, is indicated for each stoppage. The major issues and the major terms of settlement, if the stoppage has ended, are also mentioned. Other details include such information as the dates on which the stoppages began and ended and also the industries in which they took place.

# PRICES AND THE COST OF LIVING

## Consumer Price Index, November 1957

The consumer price index (1949=100) recorded its first decline in ten months as it moved from 123.4 to 123.3 between October and November. The index now stands 2.5 per cent above the level of a year ago\*.

A substantial decrease in the food index was not quite offset by increases in the other four groups. Foods declined 1.2 per cent from 121.7 to 120.2 as appreciably lower prices were reported for all pork cuts, and smaller but still significant decreases for beef. Prices were slightly lower for grapefruit, coffee, sugar, canned fruits and most Canadian-grown fresh vegetables. The only noteworthy price increases were those registered for oranges, tomatoes and lettuce.

The shelter index continued its long uninterrupted rise, moving from 135.9 to 136.3. The rent component remained practically unchanged, up only 0.1 per cent. The home-ownership series advanced 0.5 per cent, reflecting 1957 property taxes.

The clothing index recorded the sharpest rise in some time, moving from 108.7 to 109.8. Women's fur coats, children's winter coats, parkas and snow suits were priced in November at levels higher than those prevailing at the end of last winter. Men's overcoats, children's shoes and rayon dress material were higher than the previous month.

The household operation index rose from 120.1 to 120.5 as coal prices increased seasonally and prices were higher for furniture and dishes.

Other commodities and services increased from 127.4 to 127.7, despite further declines in 1957 model cars, as price increases were recorded for a wide variety of items: taxi fares, theatre admissions, film, pharmaceuticals, beer, most personal care supplies, men's haircuts and women's hairdressing.

The index one year earlier (November 1956) was 120.3. Group indexes on that date were: food 117.9, shelter 133.4, clothing 108.4, household operation 118.1, and other commodities and services 122.8.

## City Consumer Price Indexes, October 1957

Consumer price indexes (1949=100) were lower in six of the ten regional cities between September and October and higher

in the other four†. Changes ranged from an increase of 0.4 per cent in Montreal to a decrease of 0.3 per cent in St. John's.

Food indexes were lower in all cities except Montreal and Vancouver, with the other four group indexes generally higher in the ten regional cities. In foods lower prices were reported for pork, beef, eggs, margarine, coffee and most fresh and canned fruits and vegetables. Butter prices increased in most cities while milk was higher in several eastern cities. Fees for medical care were up in a number of cities.

Regional consumer price index point changes between September and October were as follows: St. John's -0.3 to 109.9‡; Halifax -0.3 to 120.6; Winnipeg -0.3 to 120.9; Saint John -0.2 to 123.3; Toronto -0.1 to 126.7; Saskatoon-Regina -0.1 to 121.0; Montreal +0.5 to 123.3; Ottawa +0.3 to 125.0; Vancouver +0.3 to 123.8; and Edmonton-Calgary +0.1 to 120.6.

## Wholesale Prices, October 1957

Canada's wholesale price index (1935-39=100) declined from 226.7 to 224.8 between September and October. In October 1956 it was 227.0.

Six of the component groups were lower but only the animal products index registered a significant drop. The other three components were slightly higher.

Vegetable products moved down from 193.1 to 192.8, animal products from 242.1 to 232.7. Textile products slipped from 235.6 to 235.0, iron products from 255.8 to 252.8, and chemical products from 182.6 to 182.5. The combined index for iron and non-ferrous metals, excluding gold, dropped from 243.9 to 242.4.

Among the groups that registered increases, non-metallic minerals rose the most, seven tenths of a point from 189.0 to 189.7. Non-ferrous metals moved up from 168.6 to 169.1 and wood products from 299.3 to 299.7.

The index of farm product prices at terminal markets rose fractionally in the four-week period October 25 to November 22, from 200.6 to 201.7. The field products index edged up from 152.7 to 153.6, reflecting higher prices for potatoes, flax, western rye and eastern wheat. Only corn was

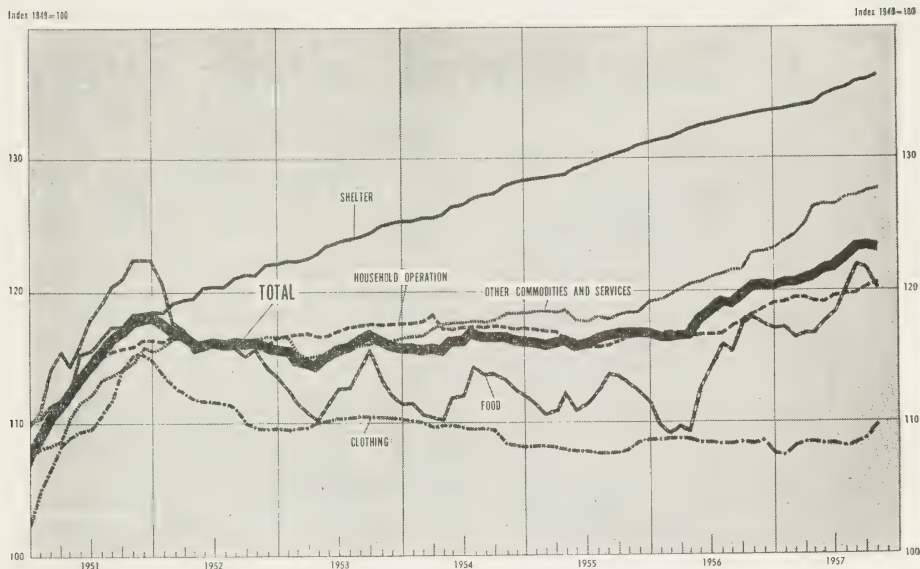
\*See Table F-1 at back of book.

†See Table F-2 at back of book.

‡On base June 1951=100.



## CONSUMER PRICE INDEX FROM JANUARY 1951



slightly lower. For animal products the slight index advance from 248.5 to 249.8 was due to increases for steers, lambs and fluid milk, and for calves on western markets. Almost balancing the increases were price declines for raw wool, eggs, hogs, and calves in the East. The eastern index moved slightly higher, from 214.9 to 217.4, while the western series dropped fractionally from 186.2 to 185.9.

### U.S. Consumer Price Index, October 1957

The United States consumer price index (1947-49=100) was unchanged at 121.1

between mid-September and mid-October, the first pause in a 13-month climb. One year earlier it was 117.7.

A drop in food prices and a slight shrinkage in transportation costs overbalanced increases in all other components.

### U.K. Index of Retail Prices, September 1957

The United Kingdom index of retail prices (Jan. 17, 1956=100) dropped three tenths of a point between mid-August and mid-September, from 106.4 to 106.1. It was the second decrease in a row.

One year earlier the index was 102.1.

## Canadian Woollen Industry Facing Destruction, Union Warns

Failure to adopt adequate tariff rates for the protection of the Canadian woollen and worsted industry in order to halt the rising trend of imports will surely lead to the destruction of the industry, Paul Swait, Canadian Director of the Textile Workers Union of America, warned during presentation of the union's brief to the Tariff Board of Canada.

In the early postwar period, foreign shipments into Canada were slightly more than 30 per cent, the brief pointed out, but in the period 1952-55, imports rose to 40 per cent of total domestic consumption, during 1956 to 44 per cent and in the first six months of 1957 to 49.8 per cent.

Stressing the impact of these imports on employment opportunities, the brief noted that there has been a net shrinkage of 5,500 jobs in the wool textile industry during the past 10 years, a reduction of 32 per cent.

# Publications Recently Received

## in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 112

### Automation

1. ADELAIDE. UNIVERSITY. SUMMER SCHOOL OF BUSINESS ADMINISTRATION. *Electronics and Automation*. Adelaide, Griffin Press, 1957. Pp. 54.

Partial Contents: Electronics in Industry, by Prof. E. O. Willoughby. Administrative Aspects of Automation in the Office, by H. F. Craig. Economic and Social Implications of Automation, by J. M. Grant. Includes commentary on each talk.

2. INTERNATIONAL LABOUR OFFICE. *Automation in the Metal Trades*. Second item on the agenda. Geneva, 1956. Pp. 104.

Partial Contents: What is Automation? How is Automation likely to develop? Some Economic Effects and their Social Consequences. Implications for Social Policy.

3. U.S. BUREAU OF LABOR STATISTICS. *Study of Automatic Technology; a Case Study of a Modernized Petroleum Refinery*. Washington, G.P.O., 1957. Pp. 44.

"This study concerns mainly the replacement of older equipment with new and more automatic equipment at an oil refinery and the effect of this replacement on workers and management."

### Civil Service

4. U.S. DEPARTMENT OF LABOR. *Careers in the U.S. Department of Labor*. Washington, G.P.O., 1957. Pp. 18.

Describes what the Department of Labor does, and outlines career opportunities in the various branches of the Department.

5. VAN POELJE, GERRIT ABRAHAM. *Superannuation in the Civil Service*. Brussels, International Institute of Administrative Sciences, 1955. Pp. 67.

Contents: Outline of Superannuation Systems. Scope of the Pension Schemes. The Main Forms of Pensions. Covering Pension Liabilities. Implementation of Pension Schemes. Integration of Pension Schemes.

### Disabled—Rehabilitation

6. NEW ZEALAND. REHABILITATION BOARD. *Report for the Year ended 31 March 1957*. Wellington, Government Printer, 1957. Pp. 18.

7. U.S. PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE PHYSICALLY HANDICAPPED. *Ten Years of Teamwork, 1947-1957; a Report to the Nation*. Washington, G.P.O., 1957. Pp. 30.

In this report all committee members, including chairmen of co-operating committees, have evaluated the accomplishments of the Committee during the past ten years.

### Economic Conditions

8. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *Economic Developments in Africa, 1955-1956*. Supplement to World Economic Survey, 1956. New York, 1957. Pp. 97.

9. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *Economic Developments in the Middle East, 1955-1956*. Supplement to World Economic Survey, 1956. New York, 1957. Pp. 135.

### Education

10. SMITH, HENRY PERCIVAL. *Labour and Learning*. Oxford, B. Blackwell, 1956. Pp. 92.

An account of the history and the work of the Workers' Educational Association in Great Britain.

11. U.S. OFFICE OF EDUCATION. *Work Experience Education Programs in American Secondary Schools*, by DeWitt Hunt. Washington, G.P.O., 1957. Pp. 94.

"Work experience education" refers to a program whereby students attend school part time and work part time during school hours. This booklet describes the development of work experience in American schools and outlines the various types of work experience programs.

### Employees—Training

12. CANADA. DEPARTMENT OF LABOUR, ECONOMICS AND RESEARCH BRANCH. *Training and Recruitment of Skilled Tradesmen in Selected Industries in Canada, 1951-1956*. Ottawa, Queen's Printer, 1957. Pp. 32.

Partial Contents: Extent and Growth of Training Programs—Apprenticeship and Non-Organized Trade Training, 1951-1956. All Apprenticeship. Apprenticeship Training. Non-Apprenticeship Training. Comparison of Apprenticeship and Non-Apprenticeship Programs. Recruitment of Skilled Tradesmen.

Sources of Skilled Tradesmen. Extent to which Organized Trade Training met Skilled Manpower Requirements. Unfilled Requirements for Skilled Tradesmen.

13. U.S. DEPARTMENT OF LABOR. *Foundry Training Needs. Data collected... in Co-operation with Representatives of the Foundry Industry presented at the Annual Convention of the American Foundrymen's Society, Atlantic City, N.J., May 5, 1956.* Washington? G.P.O., 1956? Pp. 20.

A study of manpower developments in 43 highly mechanized foundries.

## Employment Management

14. AMERICAN MANAGEMENT ASSOCIATION. *Strengthening Supervisory and Executive Performance.* New York, 1956. Pp. 63.

Contents: Needed: Depth in Management, by Roy C. Ingersoll. Getting the Facts about Supervisors and their Jobs, by Chester E. Evans. Executive Apprenticeship: the Time for Sound Training, by T. W. Prior. A Practical Plan for Executive Development, by E. H. Reed. The Man in the Gray Flannel Suit—as a Psychiatrist Sees Him, by Ralph T. Collins. Integrity in Business: Assuring Dedicated Management for the Future, by M. H. Baker.

15. KINGSTON, ONT. QUEEN'S UNIVERSITY. DEPARTMENT OF INDUSTRIAL RELATIONS. *Private Unemployment Benefit Plans in Canadian Industry*, by James C. Cameron and F. J. L. Young. Kingston, 1957. Pp. 48.

"Private unemployment benefit plans fall into three groups: supplemental unemployment benefit plans, security benefit plans, and other schemes guaranteeing all or part of an employee's earnings during a period of reduced business activity." This study outlines American experience with private unemployment insurance plans, examines Canadian practice and goes into the matter of government regulations.

16. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Sharing Profits with Employees*, by F. Beatrice Brower. New York, 1957. Pp. 92.

Study based on information from 242 companies of which 204 have active profit-sharing plans, while the remaining 38 plans have been discontinued during the past ten years. There are 680,000 employees in the companies with active profit-sharing plans. There are two types of plan: current-distribution and deferred-distribution. Under the former, profits are distributed in cash at regular intervals, while under the latter plan, profits are deferred until retirement, disability, death or other terminations of employment.

17. U.S. BUREAU OF LABOR STATISTICS. *Analysis of Layoff, Recall, and Work-Sharing Procedures in Union Contracts.* Washington, G.P.O., 1957. Pp. 35.

Covers the following topics: "Prevalence of layoff and work-sharing provisions; methods of forestalling and minimizing layoffs and work-sharing; union participation in layoff procedures; advance notice of layoff; the role of seniority; 'bumping' practices; recall procedures; and work-sharing procedures."

## Grievance Procedures

18. KENNEDY, VAN DUSEN. *Grievance Negotiation.* Berkeley, Institute of Industrial Relations, University of California, 1955. Pp. 280-291.

The author contends that properly-handled grievance negotiation can reduce conflict in industrial relations.

19. LABOR RELATIONS CONFERENCE, WEST VIRGINIA UNIVERSITY. 6th, 1956. *Grievances and Arbitration. Proceedings of the Sixth Annual Labor Relations Conference, April 13-14, 1956.* Morgantown, Institute of Industrial Relations, West Virginia University, 1956? Pp. 106.

Contents: Paths to Effective Grievance Settlement, by Wayne T. Brooks, John R. Coleman, and Leonard Pnakovich. Discussion. From Conflict to Cooperation, by J. Noble Braden. Discussion. Is Arbitration Necessary? By Charles C. Gregory, Cecil Martin and Fielding Woods. Discussion.

Includes a brief write-up about each of the speakers.

## Industrial Relations

20. EUROPEAN PRODUCTIVITY AGENCY. *Training in Human Relations, an Experience in U.S.A.* E.P.A. 227. Paris, O.E.E.C., n.d., 1956? Pp. 96.

Describes a three-month visit of 22 people from six European countries to the U.S.A. in order to find out what methods used to train personnel in American industry could be used advantageously in Europe.

21. NEW YORK (CITY). DEPARTMENT OF LABOR. *Report on a Program of Labor Relations for New York City Employees.* June 1957. New York, 1957. Pp. 110.

Reports conclusions drawn by the New York City Department of Labor after a survey of municipal employee labor-relations policy in the U.S. and Canada.

## Industry

22. CANADIAN AUTOMOBILE CHAMBER OF COMMERCE. *Facts and Figures of the Automobile Industry, 1957.* Toronto, 1957. Pp. 40.

23. CARTER, CHARLES FREDERICK. *Industry and Technical Progress; Factors governing the Speed of Application of Science*, by C. F. Carter and B. R. Williams on behalf of the Science and Industry Committee. London, Oxford University Press, 1957. Pp. 244.

The authors believe "that the full and speedy application of science is necessary to economic progress..." The authors surveyed British industry in order to see how technical progress could be improved.

## Labour Bureaus

24. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *Report for the Year, 1956.* London, H.M.S.O., 1957. Pp. 161.



25. PRINCE EDWARD ISLAND. DEPARTMENT OF WELFARE AND LABOUR. *First Annual Report for the Fiscal Year ended March 31st, 1956*. Summerside, Journal Publishing Co., Ltd., 1957. Pp. 32.

26. SOUTH AFRICA. DEPARTMENT OF LABOUR. *Report...for the Year ended 31st December, 1955, with which are included the Reports of the Wage Board and the Workmen's Compensation Commissioner*. Pretoria, Government Printer, 1957. Pp. 64.

### Labour Laws and Legislation

27. U.S. BUREAU OF LABOR STANDARDS. *Federal Labor Laws and Agencies; a Layman's Guide*. Rev. ed. Washington, G.P.O., 1957. Pp. 119.

Prepared as a quick reference to important federal labour laws and regulations. Includes information on federal agencies which administer these laws.

28. U.S. BUREAU OF LABOR STANDARDS. *Labor Laws and Their Administration. Proceedings of the Thirty-Ninth Convention of the International Association of Government Labor Officials, held in Miami Beach, Fla., November 27-30, 1956*. Washington, G.P.O., 1957. Pp. 198.

29. U.S. DEPARTMENT OF LABOR WAGE AND PUBLIC CONTRACTS DIVISIONS. *A Guide to Child-Labor Provisions of the Fair Labor Standards Act (The Federal Wage and Hour Law)*. Revised June 1957. Washington, G.P.O., 1957. Pp. 23.

### Labour Organization

30. AMERICAN FEDERATION OF LABOR CONGRESS OF INDUSTRIAL ORGANIZATIONS. ETHICAL PRACTICES COMMITTEE. *AFL-CIO Codes of Ethical Practices*. Washington, 1957. Pp. 45.

31. BARBASH. *The Practice of Unionism*. 1st ed. New York, Harper, 1956. Pp. 465.

Partial Contents: Incentives in Union Organization. The Governing of Unions. Structure, Jurisdiction, and Rivalry. The Union in the Collective Bargaining Process. Strikes, Picket Lines, and Boycotts. Racketeering and Unions. Union Leadership.

32. HABER, WILLIAM. *Maintenance of Way Employment on U.S. Railroads; an Analysis of the Sources of Instability and Remedial Measures*, by William Haber (and others). Foreword by Summer H. Slichter. Detroit, Brotherhood of Maintenance of Way Employees, c1957. Pp. 237.

The authors recommend that the carriers and union seek: 1. To assure the individual employee a minimum expectation of steady employment and income; 2. To introduce supplemental unemployment benefit plans; 3. To spread out the available work during a period of seasonal employment instability.

33. HAMMOND, THOMAS TAYLOR. *Lenin on Trade Unions and Revolution, 1893-1917*. New York, Columbia University Press, 1957 (c1954) Pp. 155.

The author examines what Lenin wrote about trade unions under capitalism, restricting himself to works written before the Bolshevik revolution of 1917. He concludes, "Lenin's revolution has failed to produce most of the results which he predicted..."

34. JOSEPHSON, MATTHEW. *Union House, Union Bar; the History of the Hotel and Restaurant Employees and Bartenders International Union, AFL-CIO*. New York, Random House, 1956. Pp. 369.

Traces the history of the Union from its beginning in 1891 to 1954.

35. KENNEDY, VAN DUSEN. *Problems of Indian Trade Unionism and Labour Relations*. Berkeley, Institute of Industrial Relations, University of California, 1955. Pp. 27.

The author spent a year studying labour relations problems in India. He points out that collective bargaining is not generally successful in India because the unions are weak. He suggests some means of strengthening unions.

36. LIPSET, SEYMOUR MARTIN. *Union Democracy; the Internal Policies of the International Typographical Union*, by Seymour Martin Lipset, Martin A. Trow and James S. Coleman. With a Foreword by Clark Kerr. Glencoe, Ill., Free Press, 1956. Pp. 455.

A study of the operation of the unique two-party system, in the ITU. The authors "analyze the origins of this system, the environmental forces which aided its development and support its continuation, and the operational components which comprise it".

37. SCHEVENELS, WALTER. *Forty-Five Years, 1901-1945; International Federation of Trade Unions, a Historical Precipis*. With Foreword by Lord W. M. Citrine. Brussels, Board of Trustees, 1956. Pp. 442.

Covers the history of the International Federation of Trade Unions from its inception in August 1901 to its dissolution in December 1945.

38. WIGHAM, ERIC LEONARD. *Trade Unions*. London, New York, Oxford University Press, 1956. Pp. 277.

A history of British trade unions by the Labour Correspondent of the London Times.

### Labouring Classes

39. DAVIES, MARGARET (GAY). *The Enforcement of English Apprenticeship; a Study in Applied Mercantilism, 1563-1642*. Cambridge, Harvard University Press, 1956. Pp. 319.

"This book deals with the compulsory apprenticeship of seven years required by the Statute of Artificers of 1563 for entry to crafts and retail trades. The statute, the most comprehensive expression of the internal policy of English mercantilism, initiated a national regulation of apprenticeship, uniform for town and country."

40. DAYKIN, WALTER LESLEY. *Disciplinary Actions and the Arbitrators*. Iowa City, Bureau of Labor and Management, College of Commerce, State University of Iowa, 1957. Pp. 17.

Discusses the way in which arbitrators deal with the various problems growing out of discharge and other disciplinary activities in industry.

41. FAWZI, SAAD ED DIN. *The Labour Movement in the Sudan, 1946-1955*. London, Oxford University Press, 1957. Pp. 175.

Partial Contents: Labour in the Sudan Economy. The Emergence of the Labour Movement. The Formation of Works Committees. Labour Legislation. The Rise and Development of Trade Unions. The Sudan Workers' Trade Union Federation. Progress in Industrial Relations. The Wage Structure and Wage Policy.

42. FAY, CHARLES RYLE. *Life and Labour in Newfoundland*. Based on lectures delivered at the Memorial University of Newfoundland. Toronto, University of Toronto Press, 1956. Pp. 254.

A survey of economic conditions in Newfoundland by a former Professor of Economic History at the University of Toronto.

43. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. *Labour in the United Kingdom Dependencies*. London, H.M.S.O., 1957. Pp. 38.

44. INTERNATIONAL ASSOCIATION OF PERSONNEL IN EMPLOYMENT SECURITY. *Proceedings of the Forty-Fourth Annual Convention, Miami Beach, Florida, June 25-26-27-28, 1957*. Louisville, 1957. Pp. 76.

45. INTERNATIONAL LABOUR OFFICE. *Conditions of Work of Fishermen. Seventh Item on the Agenda*. Geneva, 1957. Pp. 72.

At head of title: Report VII (1). International Labour Conference. Forty-Second Session, 1958.

Contains a survey of law and practice relating to fishermen in member countries, texts of three draft international instruments relating to fishermen, a summary of replies of member governments to a questionnaire circulated in 1955 by the Governing Body, and a new questionnaire to be answered by member countries.

46. INTERSTATE CONFERENCE ON LABOR STATISTICS. 14th, Amherst, Mass., 1956. *Proceedings of 14th Interstate Conference on Labor Statistics, June 13-15, 1956, Amherst, Mass.* Washington, U.S. Bureau of Labor Statistics, 1957. Pp. 195.

Some of the topics discussed were: minimum wage statistics, accident prevention statistics, workmen's compensation statistics, industrial relations statistics and union membership statistics.

47. LEROY, ALBERT. *The Dignity of Labor; the Part played by Catholics in the Work of the International Labour Organization*. Translation by John Frey. Westminster, Md., Newman Press, 1957. Pp. 76.

48. SCOTLAND. HOME DEPARTMENT. *Industry and Employment in Scotland and Scottish Roads Report, 1956*. Edinburgh, H.M.S.O., 1957. Pp. 54.

49. MULFORD, HAROLD A. *Alcoholism and Iowa Business and Industry*, by Harold A. Mulford and Carl E. Waisanen. Iowa City, Bureau of Labor and Management, College of Commerce, State University of Iowa, 1957. Pp. 20.

"The report is intended as a source of information and guidance for representatives of companies, unions, and government agencies who are concerned about the problem of alcoholism."

50. PALMER, GLADYS LOUISE. *Philadelphia Workers in a Changing Economy*. Philadelphia, University of Pennsylvania Press, 1956. Pp. 189.

A survey of the labor market in Philadelphia.

51. SUFRIN, SIDNEY CHARLES. *Labor Economics and Problems at Mid-Century*. 1st ed. New York, Knopf, 1956. Pp. 385.

"The purpose of this book is to analyze the problems of employment, industrial relations and labor standards as they exist in the United States in the mid-twentieth century."

52. UNITED ASSOCIATION OF JOURNEYMEN AND OF THE PLUMBING AND PIPE FITTING INDUSTRY OF THE UNITED STATES AND CANADA. NATIONAL COMMITTEE ON HEALTH AND WELFARE FUND RESEARCH. *Recommendations and Report*. Washington, 1957. Pp. 35.

"The report provides standards for information and use by... local unions in the management and administration of health and welfare funds."

53. U.S. BUREAU OF LABOR STATISTICS. *Work Stoppages in 1956; Final Tabulations*. Washington, 1957. Pp. 14.

Contains the following tables: 1. Work Stoppages in the United States, 1927 to 1956. 2. Monthly Trends in Work Stoppages, 1955 and 1956. 3. Major Issues Involved in Work Stoppages, 1956. 4. Work Stoppages by Industry Group, 1956. 5. Work Stoppages by Affiliation of Unions Involved, 1956. 6. Work Stoppages by State, 1956. 7. Work Stoppages by Metropolitan Area, 1956.

## Management

54. AMERICAN MANAGEMENT ASSOCIATION. *Line-Staff Relationships in Production*. New York, 1957. Pp. 135.

Staff functions include finance, maintenance, purchasing, sales, and personal administration, while line functions include the production or manufacturing department. Fifteen executives explain various aspects of the line-staff relationship in their respective companies. Includes a section on the role of the industrial engineer in the line-staff relationship.

55. BRITISH PRODUCTIVITY COUNCIL. *The Control of Quality*. London, 1957. Pp. 16.

Describes some techniques for controlling quality. Gives the advantages of quality control, outlines its basic principles, tells how to instal a control chart and how to start a quality control system.

56. EUROPEAN PRODUCTIVITY AGENCY. *Dissemination of Management Principles and*

*Techniques; Report of the Deauville Conference, 4th-8th June, 1956.* E.P.A. Project no. 349. Paris, O.E.E.C., 1956.

A brief report of the European Conference on the Dissemination of Management Principles and Techniques. The Conference discusses ways of improving the efficiency of business management in order to raise productivity and the standard of living.

### Older Workers

57. BERS, MELVIN K. *Union Policy and the Older Worker.* Berkeley, Institute of Industrial Relations, University of California, c1957. Pp. 87.

A survey of union policies which concern older workers in such fields as hiring, layoff, discharge, wage adjustment, pensions and retirement programs. The author interviewed union officials from a dozen major unions in the San Francisco Bay area representing about 100,000 workers.

58. COUNCIL OF STATE GOVERNMENTS. *Mobilizing Resources for Older People; Proceedings of the Federal-State Conference on Aging, Washington, D.C., June 5-6-7, 1956.* Sponsored by Council of State Governments, Federal Council on Aging. Washington, G.P.O., 1957. Pp. 120.

Partial Contents: The Responsibility of the States in the Field of Aging, by Robert B. Meyner, Government Programs for Older People, by Marion B. Folsom. Reports of Discussion Groups: Income Maintenance and Welfare Services; Employment, Vocational Rehabilitation, and Retirement; Physical and Mental Health; Education and Recreation; Housing and Living Arrangements; State Organization and Functions.

59. MATHIASSEN, GENEVA, ed. *Criteria for Retirement; a Report of a National Conference on Retirement of Older Workers held at Arden House, Harriman Campus of Columbia University, January 24-26, 1952, under the Sponsorship of the McGregor Fund and the National Committee on the Aging of the National Social Welfare Assembly.* New York, Putnam, 1953. Pp. 233.

Partial Contents: The Social Needs of an Aging Population. A Summary of Conference Discussions and Recommendations. Assets and Liabilities of Older Workers. Practical Ways of Utilizing Older Workers. Retirement from the Point of View of the Worker. Responsibilities of Employers, Workers and Government. Economic Problems of Retirement.

### United Nations

60. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *World Economic Survey, 1956.* New York, 1957. Pp. 271.

61. UNITED NATIONS. DEPARTMENT OF INFORMATION. *Everyman's United Nations, 1945-1955; a Ready Reference to the Structure, Functions and Work of the United Nations and its Related Agencies during the Ten Years ending December 31, 1955.* 5th ed. New York, 1956. Pp. 444.

62. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *ECE; the First Ten Years, 1947-1957.* Geneva, 1957. 1 Volume (various pagings).

Gives a general perspective of the activities of the Economic Commission for Europe during its ten years of existence.

63. UNITED NATIONS. POPULATION COMMISSION. *Report of the Ninth Session, 25 February-8 March 1957.* New York, 1957. Pp. 17.

### Wages and Hours

64. ALBERTA. BUREAU OF STATISTICS. *Wage and Salary Rate Survey—Alberta, 1 May 1957. Range of Wages, Weighted Averages and Medians, Alberta and Four Major Cities.* Edmonton, 1957. 1 Volume (unpaged).

Compares wage and salary rates for various occupations in four Alberta cities: Edmonton, Calgary, Lethbridge and Medicine Hat.

65. CANADIAN TEACHERS' FEDERATION. RESEARCH DIVISION. *Trends in the Economic Status of Teachers, 1910-1955.* Ottawa, 1957. Pp. 135.

66. HAAS, GEORGE H. *Company Severance Pay Plans,* by George H. Haas and Elizabeth R. Floyd. New York, American Management Association, 1957. Pp. 47.

Includes a brief summary of the more important factors involved in company severance pay plans. Contains explanations and quotations from several company plans to guide those who are considering the installation of plans, or who are reviewing their company's present plan. "Severance pay is defined as any payment, over and above regular wages due, made to employees at the termination of employment, through a formally stated plan which, in effect, functions on a continuing basis and grants benefits equally to all who fulfil the eligibility requirements."

67. U.S. BUREAU OF LABOR STATISTICS. *Factory Workers' Earnings in 5 Industry Groups: April 1956. Distributions by Straight-Time Hourly Earnings: Food, Textiles, Apparel, Furniture, Leather.* Washington, G.P.O., 1957. Pp. 38.

Provides information on the number and proportion of factory workers in various wage groups in April 1956, a period following the effective date of the one dollar minimum wage.

68. U.S. BUREAU OF LABOR STATISTICS. *Occupational Wage Survey.* Washington, G.P.O., 1957. 5 Pamphlets.

Contents: Memphis, Tenn., February 1957. Minneapolis-St. Paul, Minn., March 1957. Chicago, Ill., April 1957. Atlanta, Ga., April 1957. New York, N.Y., April 1957.

69. U.S. BUREAU OF LABOR STATISTICS. *Wage Structure in Selected Areas: Footwear, Processed Waste, Wooden Containers, Work Shirts, August 1955, February 1956, and April 1956.* Washington, G.P.O., 1957. Pp. 114.

Report on the wage structure in parts of four relatively low-wage industries.



## Women

70. CANADIAN WELFARE COUNCIL. *Home-maker Services to Meet New Needs. Three Papers presented at the Annual Meeting and Conference... May 13, 1957.* Ottawa, 1957. Pp. 20.

71. NATIONAL COUNCIL OF WOMEN OF CANADA. *Year Book, 1956.* Ottawa, 1956. Pp. 234.

72. U.S. WOMEN'S BUREAU. *Government Careers for Women; a Study of the Salaries and Positions of Women White-Collar Employees in the Federal Service, 1954.* Washington, G.P.O., 1957. Pp. 69.

The U.S. Federal Government, employed more than 500,000 women, is the largest single employer of women in the U.S. Women's salaries in government employment range from \$2,500 to \$14,800. In 1954, they were employed in three-quarters of the 502 occupational groups listed by the Civil Service Commission.

## Workmen's Compensation

73. INTERNATIONAL ASSOCIATION OF INDUSTRIAL ACCIDENT BOARDS AND COMMISSIONS. *Workmen's Compensation Problems, 1956. Proceedings, 42d Annual Convention... Charleston, S.C., December 2-6, 1956.* Washington, G.P.O., 1957.

74. ONTARIO. WORKMEN'S COMPENSATION BOARD. *Claims for Work Injuries Settled during 1956; Statistical Report.* Toronto, 1957. Pp. 48.

## Miscellaneous

75. EUROPEAN PRODUCTIVITY AGENCY. *Selection, Use and Maintenance of Agricultural Machinery.* Project No. 251/3. Paris, O.E.E.C., 1957. Pp. 106.

Contains papers presented at an International Training Course on the proper use and maintenance of farm machinery held in Uppsala, Sweden from November 14 to 24, 1955.

76. GOODRICH (B. F.) COMPANY, AKRON, OHIO. *A Study of the Scientific Manpower Problem of the United States.* Akron, 1956. Pp. 26.

"This study shows various factors which affect the supply and demand of scientists and engineers in the United States which,

when projected into long-term trends, indicate how the science and engineering manpower picture will appear during the next twenty years."

77. INTERNATIONAL LABOUR OFFICE. *Introduction to Work Study.* Geneva, 1957. Pp. 349.

In the U.S. "work study" is usually known as "time and motion study".

Partial Contents: Productivity and the Standard of Living. Management Techniques to Reduce Work Content and Ineffective Time. Work Study. The Human Factor in the Application of Work Study. Introduction to Method Study and the Selection of Jobs. The Flow and Handling of Materials. Methods and Movements at the Workplace. Time-Study Equipment: Selecting the Job to be Studied. Making a Time Study. Time Study: Rating. Compiling the Allowed Time. The Use of Time Standards. Other Techniques of Work Measurement. The Organisation of a Work-Study Department.

78. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Marketing Research in Action.* New York, 1957. Pp. 128.

By means of case studies shows how marketing research is used to get facts about all aspects of marketing and to supply factual information to help solve general management problems.

79. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Tax Reform and Tax Revision. Two Sessions of the 373rd Meeting of the Conference Board held at... New York City, January 17, 1957.* Revised and updated for publication. New York, 1957. Pp. 67.

Twelve tax authorities discuss needed federal tax reform in the U.S. They discuss the question from the point of view of lawyers, accountants and businessmen.

80. UNITED NATIONS. BUREAU OF SOCIAL AFFAIRS. *Report on the World Social Situation, including Studies of Urbanization in Under-Developed Areas.* Prepared by the Bureau of Social Affairs, United Nations Secretariat, in Co-operation with the International Labour Office and others, New York, 1957. Pp. 198.

Contents: World Population Trends. Health Conditions. Food and Nutrition. Education. Conditions of Work and Employment. Social Problems of Urbanization in Economically Under-Developed Areas. Urbanization in Africa South of the Sahara. Urbanization in Latin America.

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## Canada's First Labour MP Dies in 90th Year

Canada's first "Labour" Member of Parliament, Arthur W. Puttee, died in Winnipeg October 21 in his 90th year.

Mr. Puttee, at the time a member of the Winnipeg Typographical Union, sat in the House of Commons from 1900, when he was elected in a by-election, until 1904. He sat as an independent member but won both the by-election and his re-election in the general election of November 1900 on a labour platform.

He was elected to the Manitoba Executive Committee of the Trades and Labour Congress of Canada in 1900 and 1901, and was a TLC Vice President in 1902 and 1903.

# LABOUR STATISTICS

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## A—Labour Force

**TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED SEPTEMBER 21, 1957**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,048	116	466	1,700	2,197	1,071	498
Agricultural.....	816	*	81	178	185	347	24
Non-Agricultural.....	5,232	115	385	1,522	2,012	724	474
Males.....	4,568	95	357	1,300	1,612	834	370
Agricultural.....	757	*	73	169	173	320	21
Non-Agricultural.....	3,811	94	284	1,131	1,439	514	349
Females.....	1,480	21	109	400	585	237	128
Agricultural.....	59	*	*	*	12	27	*
Non-Agricultural.....	1,421	21	101	391	573	210	125
All Ages.....	6,048	116	466	1,700	2,197	1,071	498
14—19 years.....	599	14	51	215	183	100	36
20—24 years.....	751	18	59	240	252	131	51
25—44 years.....	2,772	54	202	774	1,020	483	239
45—64 years.....	1,672	27	131	419	640	302	153
65 years and over.....	254	*	23	52	102	55	19
<i>Persons with Jobs</i>							
All status groups.....	5,854	105	443	1,636	2,125	1,061	484
Males.....	4,305	85	337	1,247	1,550	827	359
Females.....	1,449	20	106	389	575	234	125
Agricultural.....	812	*	81	176	184	346	24
Non-Agricultural.....	5,042	104	362	1,460	1,941	715	460
Paid Workers.....	4,624	85	349	1,327	1,791	663	409
Males.....	3,327	68	253	974	1,265	468	299
Females.....	1,297	17	96	353	526	195	110
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	194	11	23	64	72	10	14
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,046	149	436	1,446	1,655	876	484
Males.....	946	42	87	249	292	162	114
Females.....	4,100	107	349	1,197	1,363	714	370

\* Less than 10,000.

**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimate in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended September 21, 1957		Week Ended August 24, 1957		Week Ended September 22, 1956	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for work.....	212	199	188	177	108	100
Without Jobs.....	194	184	174	165	97	91
Under 1 month.....	76	—	66	—	44	—
1—3 months.....	83	—	69	—	34	—
4—6 months.....	21	—	21	—	10	—
7—12 months.....	11	—	14	—	*	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	18	15	14	12	11	*
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	13	10	11	10	*	*

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

\* Less than 10,000.

## B—Labour Income

**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transporta- tion, Communi- cation, Storage, Trade	Finance, Services, (including Government)	Supple- mentary Labour Income	Total
1949 Average.....	49	214	47	169	147	21	647
1950 Average.....	55	231	47	180	156	24	693
1951 Average.....	72	272	52	208	178	28	810
1952 Average.....	76	303	63	233	199	32	906
1953 Average.....	73	329	70	252	217	35	976
1954 Average.....	73	323	69	261	239	35	1,000
1955 Average.....	77	342	78	278	256	37	1,068
1956 Average.....	87	379	93	307	283	41	1,190
1956—September.....	99	392	110	324	299	44	1,268
October.....	104	394	114	324	294	43	1,273
November.....	98	397	101	325	300	44	1,265
December.....	96	397	90	327	295	43	1,248
1957—January.....	87	384	76	310	298	42	1,197
February.....	85	389	74	316	299	42	1,205
March.....	77	393	73	317	302	43	1,205
April.....	72	393	83	324	303	43	1,218
May.....	85	397	97	334	313	44	1,270
June.....	96	405	110	343	323	45	1,322
July.....	101	402	109	347	308	45	1,312
August.....	104R	403R	110R	347	325R	46	1,335R
September.....	103P	405P	114P	350P	330P	46P	1,348P

R—revised; P—preliminary.



## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At August 1, employers in the principal non-agricultural industries reported a total employment of 2,884,808.

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1956—Aug. 1.....	125.4	189.9	150.8	64.77	117.9	179.2	151.1	66.44
Sept. 1.....	125.7	191.0	151.3	65.01	118.0	180.1	151.7	66.71
Oct. 1.....	125.9	194.5	153.8	66.07	118.6	184.4	154.6	67.97
Nov. 1.....	126.2	195.4	154.2	66.24	118.6	185.9	155.9	68.53
Dec. 1.....	125.7	194.3	153.9	66.11	118.0	185.6	156.4	68.78
1957—Jan. 1.....	121.4	180.3	148.0	63.58	114.8	171.7	148.8	65.44
Feb. 1.....	118.6	184.7	155.2	66.66	115.1	182.0	157.3	69.17
Mar. 1.....	118.1	185.8	156.8	67.36	115.0	182.3	157.6	69.29
Apr. 1.....	118.0	186.1	157.3	67.56	115.4	184.4	158.9	69.87
May 1.....	119.4	187.9	156.8	67.37	115.8	184.8	158.7	69.78
June 1.....	123.5	195.7	157.9	67.82	116.7	186.7	159.0	69.92
July 1.....	126.6	202.2	159.1	68.33	118.4	190.1	159.6	70.19
Aug. 1.....	127.4	203.6	159.2	68.38	118.0	188.9	159.1	69.94

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Aug. 1 1957	July 1 1957	Aug. 1 1956	Aug. 1 1957	July 1 1957	Aug. 1 1956
(a) Provinces						
Newfoundland.....	148.0	144.5	153.8	62.97	63.59	59.24
Prince Edward Island.....	125.2	122.2	122.6	50.92	50.70	48.03
Nova Scotia.....	105.1	104.7	105.9	56.48	56.52	53.42
New Brunswick.....	109.7	108.4	116.5	57.40	56.33	55.25
Quebec.....	124.8	125.0	124.2	65.53	64.95	61.95
Ontario.....	127.5	127.6	124.1	71.17	70.92	67.15
Manitoba.....	116.1	113.9	113.0	65.17	64.66	61.82
Saskatchewan.....	136.8	132.3	130.7	66.10	66.04	62.48
Alberta (including Northwest Territories).....	162.5	157.7	162.7	69.11	70.42	67.16
British Columbia (including Yukon).....	133.5	130.3	129.0	73.98	76.00	70.94
Canada.....	127.4	126.6	125.4	68.88	68.33	64.77
(b) Metropolitan Areas						
St. John's.....	131.8	128.1	130.5	50.48	51.88	49.32
Sydney.....	93.2	95.0	92.8	72.41	69.64	64.09
Halifax.....	117.2	117.6	118.4	55.29	55.63	52.48
Saint John.....	97.8	93.8	97.4	52.38	51.80	49.96
Quebec.....	114.3	113.5	116.4	56.96	55.94	53.71
Sherbrooke.....	107.4	106.7	110.7	55.83	55.05	51.48
Three Rivers.....	124.9	127.8	127.2	63.37	65.19	61.03
Drummondville.....	75.2	75.8	75.5	56.71	57.50	53.37
Montreal.....	126.0	126.8	120.7	66.63	66.09	63.12
Ottawa—Hull.....	122.6	122.4	123.4	62.77	61.70	59.34
Peterborough.....	106.4	109.6	106.8	74.29	73.69	68.77
Oshawa.....	168.7	173.0	174.7	73.34	75.53	73.19
Niagara Falls.....	132.6	131.4	132.7	74.21	74.52	69.57
St. Catharines.....	125.9	126.2	128.0	78.61	77.93	74.64
Toronto.....	132.3	133.4	128.0	71.52	71.52	68.05
Hamilton.....	117.7	118.3	115.2	75.17	74.64	70.28
Brantford.....	88.1	87.4	90.3	64.31	62.75	62.85
Galt.....	118.5	118.7	110.2	61.35	61.26	58.93
Kitchener.....	117.2	117.8	116.0	63.79	64.15	60.26
Sudbury.....	147.8	146.5	140.8	85.31	85.52	78.27
London.....	119.5	121.6	118.3	64.19	64.45	61.18
Sarnia.....	142.8	144.1	142.7	87.34	87.67	84.64
Windsor.....	97.0	98.2	107.7	74.20	75.10	71.03
Sault Ste. Marie.....	146.7	144.4	135.6	83.63	83.48	78.62
Ft. William—Pt. Arthur.....	129.0	126.1	117.6	72.64	72.99	67.14
Winnipeg.....	110.1	109.4	109.2	61.22	61.21	58.30
Regina.....	127.7	126.4	121.9	65.23	65.58	59.86
Saskatoon.....	135.6	131.8	127.5	60.91	61.06	56.79
Edmonton.....	188.0	186.1	186.4	66.15	66.49	64.26
Calgary.....	168.6	162.4	167.4	65.57	66.78	62.05
Vancouver.....	125.9	124.7	121.3	71.84	72.51	67.90
Victoria.....	124.6	123.4	121.5	64.97	65.86	61.70

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Aug. 1 1957	July 1 1957	Aug. 1 1956	Aug. 1 1957	July 1 1957	Aug. 1 1956
<b>Mining</b> .....	<b>131.1</b>	<b>129.5</b>	<b>128.2</b>	<b>83.32</b>	<b>84.46</b>	<b>77.49</b>
Metal mining.....	141.0	138.1	130.5	86.93	87.31	79.91
Gold.....	78.3	77.9	77.4	70.67	73.45	69.50
Other metal.....	199.5	194.2	179.8	92.88	92.50	84.06
<b>Fuels</b> .....	<b>109.5</b>	<b>109.3</b>	<b>113.8</b>	<b>81.46</b>	<b>84.45</b>	<b>76.81</b>
Coal.....	59.7	60.2	66.2	63.80	66.18	60.56
Oil and natural gas.....	292.3	289.8	269.4	94.73	98.40	89.88
Non-metal.....	151.6	152.2	162.3	72.13	72.74	70.10
<b>Manufacturing</b> .....	<b>118.0</b>	<b>118.4</b>	<b>117.9</b>	<b>69.94</b>	<b>70.19</b>	<b>66.44</b>
Food and beverages.....	121.1	116.5	118.8	61.05	62.28	57.51
Meat products.....	130.4	128.8	130.3	69.44	70.81	66.28
Canned and preserved fruits and vegetables.....	157.9	121.0	143.1	47.36	49.62	44.37
Grain mill products.....	104.9	104.0	105.2	68.67	69.13	65.38
Bread and other bakery products.....	112.0	111.7	110.9	61.87	62.59	57.75
Biscuits and crackers.....	96.5	102.0	96.9	52.61	52.15	48.67
Distilled and malt liquors.....	109.7	110.2	112.4	80.88	80.15	74.45
Tobacco and tobacco products.....	87.1	87.1	80.0	68.76	68.75	65.66
Rubber products.....	108.2	113.0	114.6	70.22	70.68	66.06
Leather products.....	88.8	88.5	89.5	47.91	47.52	45.26
Boots and shoes (except rubber).....	94.2	93.4	94.1	45.82	44.89	43.27
Textile products (except clothing).....	83.9	85.2	86.6	55.64	55.21	52.36
Cotton yarn and broad woven goods.....	82.6	83.1	90.4	51.59	51.54	48.75
Woolen goods.....	71.3	73.1	74.4	53.29	52.86	50.90
Synthetic textiles and silk.....	86.0	85.2	85.2	61.72	61.10	58.99
Clothing (textile and fur).....	92.2	93.0	90.9	44.12	42.80	42.98
Men's clothing.....	98.9	100.8	99.4	42.58	41.93	41.53
Women's clothing.....	90.9	90.2	86.5	45.99	42.95	45.14
Knit goods.....	78.1	79.6	79.2	43.79	43.14	42.53
Wood products.....	112.7	112.2	117.4	59.47	60.04	57.09
Saw and planing mills.....	115.1	114.2	122.8	60.78	61.65	58.48
Furniture.....	112.6	112.0	110.7	58.69	58.27	55.87
Other wood products.....	102.0	103.1	105.2	54.17	55.33	52.15
Paper products.....	128.0	128.9	128.8	84.44	85.37	80.83
Pulp and paper mills.....	131.2	131.5	133.3	90.90	92.32	86.79
Other paper products.....	120.2	122.5	117.7	66.92	66.83	64.36
Printing, publishing and allied industries.....	119.7	119.9	115.1	75.14	75.54	71.60
<b>Iron and steel products</b> .....	<b>115.1</b>	<b>117.2</b>	<b>113.5</b>	<b>78.67</b>	<b>78.41</b>	<b>74.40</b>
Agricultural implements.....	61.1	64.4	62.9	76.01	76.38	73.73
Fabricated and structural steel.....	179.4	179.4	152.3	79.34	80.87	79.32
Hardware and tools.....	96.4	98.5	108.4	72.23	72.47	71.35
Heating and cooking appliances.....	101.3	101.3	107.4	68.05	67.83	63.00
Iron castings.....	104.7	108.4	104.8	75.35	76.10	72.98
Machinery mfg.....	126.0	128.7	123.9	75.46	75.28	71.19
Primary iron and steel.....	129.4	130.4	126.6	89.45	87.72	82.69
Sheet metal products.....	113.9	115.0	117.2	77.35	76.66	71.47
Transportation equipment.....	143.4	146.3	141.3	77.32	77.48	73.57
Aircraft and parts.....	396.5	399.0	338.2	81.17	82.40	78.99
Motor vehicles.....	127.5	131.2	138.6	80.20	80.35	77.40
Motor vehicle parts and accessories.....	110.7	117.2	116.3	76.16	75.70	73.40
Railroad and rolling stock equipment.....	92.9	93.5	95.1	72.21	72.71	68.19
Shipbuilding and repairing.....	155.5	157.9	150.6	75.11	73.42	67.62
Non-ferrous metal products.....	122.4	121.9	135.2	80.17	80.41	75.50
Aluminum products.....	141.8	140.3	141.0	75.08	75.64	70.58
Brass and copper products.....	108.3	108.7	110.8	74.34	73.74	69.85
Smelting and refining.....	137.2	136.0	163.1	88.73	88.99	82.08
Electrical apparatus and supplies.....	150.7	151.5	151.9	75.16	75.30	72.32
Non-metallic mineral products.....	139.0	138.6	140.9	73.09	73.38	69.19
Clay products.....	105.6	108.9	121.1	68.29	69.56	64.95
Glass and glass products.....	136.3	138.0	138.5	67.98	67.93	65.78
Products of petroleum and coal.....	146.6	145.8	139.2	100.75	102.37	94.07
Chemical products.....	134.9	134.6	128.9	79.24	79.21	74.11
Medicinal and pharmaceutical preparations.....	114.7	117.0	113.9	69.87	70.83	68.41
Acids, alkalis and salts.....	146.3	147.4	135.9	88.93	89.06	82.51
Miscellaneous manufacturing industries.....	111.8	112.8	107.2	60.71	60.58	57.44
<b>Construction</b> .....	<b>157.6</b>	<b>151.7</b>	<b>156.3</b>	<b>75.07</b>	<b>73.83</b>	<b>70.25</b>
Building and general engineering.....	162.9	158.6	160.7	82.47	80.48	76.63
Building.....	164.3	162.1	164.7	80.48	78.94	75.07
Engineering work.....	157.0	144.2	143.5	91.14	87.65	84.40
Highways, bridges and streets.....	149.1	140.7	149.2	62.16	61.85	59.20
<b>Service</b> .....	<b>139.1</b>	<b>137.3</b>	<b>134.4</b>	<b>45.20</b>	<b>45.55</b>	<b>42.32</b>
Hotels and restaurants.....	135.9	133.0	132.0	37.00	37.36	35.10
Laundries and dry cleaning plants.....	115.5	117.8	113.8	41.48	42.51	39.17
Other service.....	180.7	176.6	170.3	67.60	67.51	63.40
<b>Industrial composite</b> .....	<b>127.4</b>	<b>126.6</b>	<b>125.4</b>	<b>68.38</b>	<b>68.33</b>	<b>64.77</b>



Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

**TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Sept. 1, 1957	Aug. 1, 1957	Sept. 1, 1956	Sept. 1, 1957	Aug. 1, 1957	Sept. 1, 1956
Newfoundland.....	41.2	44.1	42.1	153.9	152.4	138.3
Nova Scotia.....	41.0	41.9	42.0	143.7	143.5	132.0
New Brunswick.....	41.4	42.2	41.7	138.6	140.3	135.2
Quebec.....	41.7	41.6	42.6	143.9	144.1	137.8
Ontario.....	40.2	40.3	40.5	167.7	169.1	160.4
Manitoba.....	40.0	40.1	40.5	149.9	150.2	143.5
Saskatchewan.....	40.1	39.7	40.2	169.0	166.9	157.4
Alberta <sup>(1)</sup> .....	40.2	40.1	40.2	168.0	166.5	155.4
British Columbia <sup>(2)</sup> .....	38.1	37.3	37.9	190.4	189.3	180.2

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics.)

# TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Sept. 1 1957	Aug. 1 1957	Sept. 1 1956	Sept. 1 1957	Aug. 1 1957	Sept. 1 1956	Sept. 1 1957	Aug. 1 1957	Sept. 1 1956
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	42.3	42.0	42.7	188.3	187.9	173.8	79.65	78.92	74.21
Metal mining.....	42.8	42.8	42.8	196.5	196.1	180.9	84.10	83.93	77.43
Gold.....	41.9	41.8	42.6	157.5	158.6	153.7	65.99	66.29	65.48
Other metal.....	43.2	43.2	42.9	211.5	210.5	191.9	91.37	90.94	82.33
Fuels.....	40.7	39.2	42.0	180.0	180.0	166.7	73.26	70.56	70.01
Coal.....	39.3	37.4	41.0	164.1	163.7	146.8	64.49	61.22	60.19
Oil and natural gas.....	43.0	42.5	43.9	204.9	205.6	200.1	88.11	87.38	87.84
Non-metal.....	43.0	43.1	43.6	165.6	164.6	158.1	71.21	70.94	68.93
Manufacturing.....	40.5	40.5	41.1	159.7	160.4	152.1	64.68	64.96	62.51
Food and beverages.....	40.9	41.1	40.8	134.3	136.3	127.0	54.93	56.02	51.82
Meat products.....	40.6	40.1	40.4	167.9	163.8	154.6	68.17	65.68	62.46
Canned and preserved fruits and vegetables.....	40.5	40.0	37.7	102.8	105.4	97.5	41.63	42.16	36.76
Grain mill products.....	41.8	43.0	44.0	151.2	155.0	144.1	63.20	66.65	63.40
Bread and other bakery products.....	43.7	43.3	43.4	130.6	129.2	121.7	57.07	55.94	52.82
Distilled and malt liquors.....	40.1	41.0	41.0	182.7	182.4	170.4	73.26	74.78	69.86
Tobacco and tobacco products.....	39.8	40.5	40.0	156.0	158.1	148.3	62.09	64.03	59.32
Rubber products.....	39.0	39.5	41.1	165.3	167.8	157.3	64.47	66.28	64.65
Leather products.....	40.6	39.7	40.8	110.4	110.1	103.7	44.82	43.71	42.31
Boots and shoes (except rubber).....	40.3	39.6	40.6	106.8	106.7	99.6	43.04	42.25	40.44
Textile products (except clothing).....	42.0	41.3	42.3	121.6	121.0	116.1	51.07	49.97	49.11
Cotton yarn and broad woven goods.....	39.6	38.9	40.4	121.8	120.9	117.3	48.23	47.03	47.39
Woolen goods.....	43.0	42.5	43.5	114.1	113.3	107.6	49.06	48.15	46.81
Synthetic textiles and silk.....	44.6	43.8	44.6	129.2	127.9	126.1	57.62	56.02	56.24
Clothing (textile and fur).....	38.5	37.4	39.1	105.7	105.0	102.2	40.69	39.27	39.96
Men's clothing.....	37.6	36.1	38.8	106.9	105.7	102.2	40.19	38.16	39.65
Women's clothing.....	37.7	35.8	37.9	114.1	113.8	109.3	43.02	40.74	41.42
Knit goods.....	40.5	39.7	40.7	99.9	99.3	98.1	40.46	39.42	39.93
*Wood products.....	41.4	40.6	41.7	141.7	139.4	134.4	58.66	56.60	56.04
Saw and planing mills.....	40.4	39.8	40.5	150.7	147.6	142.3	60.88	58.74	57.63
Furniture.....	43.6	42.1	44.5	130.1	129.7	124.1	56.72	54.60	55.22
Other wood products.....	42.1	41.8	42.6	122.8	120.2	116.0	51.70	50.24	49.42
Paper products.....	41.5	42.2	42.2	188.3	189.2	180.1	78.14	79.84	76.00
Pulp and paper mills.....	41.4	42.5	42.4	202.4	203.1	192.9	83.79	86.32	81.79
Other paper products.....	41.9	41.4	41.7	146.9	145.6	139.9	61.55	60.28	58.34
Printing, publishing and allied industries.....	40.2	40.4	40.4	188.3	187.1	180.2	75.70	75.59	72.80
*Iron and steel products.....	40.9	41.0	41.8	185.8	184.3	174.9	75.99	75.56	73.11
Agricultural implements.....	38.3	39.5	36.3	179.9	179.8	161.0	68.90	71.02	58.44
Fabricated and structural steel.....	41.0	40.6	40.3	182.4	181.4	176.3	74.78	73.65	75.81
Hardware and tools.....	41.0	41.0	41.8	165.2	165.1	162.3	67.73	67.69	67.84
Heating and cooking appliances.....	41.5	40.8	42.1	156.6	156.4	147.5	64.99	63.81	62.10
Iron castings.....	40.9	40.7	41.8	176.6	176.9	168.0	72.23	72.00	70.22
Machinery manufacturing.....	41.5	41.9	43.1	172.3	171.8	164.1	71.50	71.98	70.73
Primary iron and steel.....	40.7	40.8	41.3	219.2	214.6	202.6	89.21	87.56	83.67
Sheet metal products.....	41.3	41.6	41.5	180.8	179.1	169.9	74.67	74.51	70.51
*Transportation equipment.....	38.6	39.9	39.5	182.5	182.3	175.7	70.45	72.74	69.40
Aircraft and parts.....	40.7	40.5	41.6	182.4	182.2	179.5	74.24	73.79	74.67
Motor vehicles.....	34.1	37.8	36.6	197.2	193.7	197.0	67.25	73.22	72.10
Motor vehicle parts and accessories.....	35.8	39.0	38.7	183.9	182.7	176.2	65.84	71.25	68.19
Railroad and rolling stock equipment.....	38.3	39.7	38.6	178.7	179.4	170.6	68.44	71.22	65.85
Shipbuilding and repairing.....	42.6	42.6	41.4	177.6	176.3	165.0	75.66	75.17	74.47
*Non-ferrous metal products.....	40.7	40.3	41.0	184.7	184.8	174.0	75.17	74.47	71.34
Aluminum products.....	41.2	40.8	40.4	157.0	156.8	147.0	64.68	63.97	59.39
Brass and copper products.....	41.6	41.2	41.4	171.3	169.1	161.5	71.26	69.67	66.86
Smelting and refining.....	40.2	40.1	41.1	206.5	207.0	189.8	83.01	83.01	78.01
*Electrical apparatus and supplies.....	40.6	40.3	41.4	165.8	166.3	159.3	67.31	67.02	65.95
Heavy electrical machinery and equipment.....	40.2	40.6	41.8	185.6	188.1	175.2	74.61	76.37	73.23
Radios and radio parts.....	40.7	40.1	40.2	145.2	145.9	136.3	59.10	58.51	54.79
Batteries.....	41.8	40.4	41.0	163.0	162.4	155.7	68.13	65.61	63.84
Refrigerators, vacuum cleaners and appliances.....	39.3	38.1	40.1	169.2	169.5	165.6	66.50	64.58	66.41
Miscellaneous electrical products.....	40.7	40.6	40.2	154.8	153.0	152.1	63.00	62.12	63.88
Wire and cable.....	42.6	42.6	42.8	184.9	181.3	177.9	78.77	77.23	76.14
*Non-metallic mineral products.....	43.4	43.2	43.7	161.2	159.8	152.4	69.96	69.03	66.60
Clay products.....	43.0	42.5	43.0	150.0	148.9	142.9	64.50	63.28	61.45
Glass and glass products.....	41.7	42.2	41.9	155.9	152.3	149.1	65.01	64.27	62.47
Products of petroleum and coal.....	42.3	41.0	40.1	223.6	220.5	208.9	94.58	90.41	83.77
Chemical products.....	40.6	40.4	40.7	173.6	173.1	161.1	70.48	69.93	65.57
Medicinal and pharmaceutical preparations.....	40.7	38.7	40.9	134.7	132.5	129.8	54.82	51.28	53.09
Acids, alkalis and salts.....	40.0	40.3	40.8	200.6	199.7	185.3	80.24	80.48	75.60
Miscellaneous manufacturing industries.....	41.2	40.9	41.4	131.1	131.1	123.8	54.01	53.62	51.25
*Durable goods.....	40.5	40.6	41.2	173.3	172.8	164.4	70.19	70.16	67.73
Non-durable goods.....	40.6	40.5	40.9	146.2	147.3	139.3	59.36	59.66	56.97
Construction.....	43.1	43.0	43.4	174.6	174.6	165.0	75.25	75.08	71.61
Building and general engineering.....	43.2	43.0	43.4	189.9	189.4	178.4	82.04	81.44	77.43
Highways, bridges and streets.....	42.9	42.8	43.5	142.6	143.0	134.8	61.18	61.20	58.64
Electric and motor transportation.....	44.9	44.4	44.3	160.1	159.7	152.9	71.88	70.91	67.73
Service.....	40.1	39.9	40.4	92.0	91.7	87.9	36.89	36.59	35.51
Hotels and restaurants.....	40.4	40.4	40.7	90.3	89.9	86.7	36.48	36.32	35.29
Laundries and dry cleaning plants.....	39.9	39.6	40.6	90.3	89.8	85.5	36.03	35.56	34.71

\*Durable manufactured goods industries.

**TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Week Preceding:						
September 1, 1956.....	41.1	152.1	62.51	149.9	119.0	126.0
October 1, 1956.....	41.5	153.3	63.62	152.5	119.8	127.3
November 1, 1956.....	41.6	154.7	64.36	154.3	120.3	128.3
December 1, 1956.....	41.5	155.5	64.53	154.7	120.4	128.5
January 1, 1957.....	41.2*	158.0	65.10*	156.1	120.3	129.8
February 1, 1957.....	40.9	157.5	64.42	154.4	120.5	128.1
March 1, 1957.....	40.9	157.6	64.46	154.5	120.5	128.2
April 1, 1957.....	41.1	158.7	65.23	156.4	120.9	129.4
May 1, 1957.....	40.6	160.0	64.96	155.7	121.1	128.6
June 1, 1957.....	40.5	160.7	65.08	156.0	121.6	128.3
July 1, 1957.....	40.6	161.0	65.37	156.7	121.9	128.5
August 1, 1957.....	40.5	160.4	64.96	155.7	122.6	127.0
September 1, 1957 (1).....	40.5	159.7	64.68	155.1	123.3	125.8

Note: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1957 are 37.9 and \$59.88.

(1) Latest figures subject to revision.



## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(Source: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
November 1, 1951.....	44,820	10,868	55,688	94,491	61,017	155,508
November 1, 1952.....	23,846	18,092	41,938	99,383	49,258	148,641
November 1, 1953.....	15,282	13,058	28,340	144,520	60,997	205,517
November 1, 1954.....	13,724	10,501	24,225	187,123	77,003	264,126
November 1, 1955.....	24,268	14,665	38,933	136,620	69,715	206,335
November 1, 1956.....	31,997	17,154	49,151	108,703	65,017	173,720
December 1, 1956.....	27,634	16,442	44,076	171,326	74,709	246,035
January 1, 1957.....	19,784	13,440	33,224	343,956	92,207	436,163
February 1, 1957.....	18,117	12,376	30,493	447,210	112,994	560,204
March 1, 1957.....	14,218	12,694	26,912	474,661	113,489	588,150
April 1, 1957.....	19,523	14,760	34,283	479,539	111,129	590,668
May 1, 1957.....	28,999	18,200	47,199	378,062	96,250	474,312
June 1, 1957.....	28,041	19,163	47,204	226,022	80,973	306,995
July 1, 1957.....	21,843	17,643	39,486	180,521	85,981	266,502
August 1, 1957.....	20,837	14,060	34,897	171,765	84,581	256,346
September 1, 1957.....	14,379	16,047	30,426	171,981	76,446	248,427
October 1, 1957 (1).....	12,792	13,660	26,452	186,599	80,267	266,866
November 1, 1957 (1).....	9,751	11,046	20,797	218,449	86,581	305,030

\* Current vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT  
SEPTEMBER 30, 1957<sup>(1)</sup>**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				August 30, 1957	September 28, 1956
<b>Agriculture, Fishing, Trapping</b> .....	<b>1,682</b>	<b>181</b>	<b>1,863</b>	<b>+</b> 385	<b>—</b> 1,218
<b>Forestry</b> .....	<b>801</b>	<b>4</b>	<b>805</b>	<b>—</b> 925	<b>—</b> 9,397
<b>Mining, Quarrying and Oil Wells</b> .....	<b>576</b>	<b>39</b>	<b>615</b>	<b>—</b> 5	<b>—</b> 794
Metal Mining.....	184	18	202	— 128	— 621
Fuels.....	345	13	358	+ 153	— 103
Non-Metal Mining.....	12	6	18	+ 6	— 14
Quarrying, Clay and Sand Pits.....	4	—	4	— 11	— 14
Prospecting.....	31	2	33	— 25	— 42
<b>Manufacturing</b> .....	<b>3,091</b>	<b>2,658</b>	<b>5,749</b>	<b>—</b> 1,327	<b>—</b> 6,466
Foods and Beverages.....	430	588	1,018	— 477	— 597
Tobacco and Tobacco Products.....	5	14	19	+ 8	— 10
Rubber Products.....	9	17	26	— 27	— 60
Leather Products.....	71	146	217	— 145	— 212
Textile Products (except clothing).....	108	161	269	— 30	— 354
Clothing (textile and fur).....	126	1,011	1,137	— 493	— 1,115
Wood Products.....	270	63	333	— 92	— 708
Paper Products.....	115	49	164	— 73	— 266
Printing, Publishing and Allied Industries.....	140	95	235	— 46	— 197
Iron and Steel Products.....	465	91	556	— 52	— 1,051
Transportation Equipment.....	577	76	653	+ 22	— 656
Non-Ferrous Metal Products.....	123	60	183	+ 19	— 280
Electrical Apparatus and Supplies.....	272	88	360	+ 40	— 363
Non-Metallic Mineral Products.....	63	15	78	— 32	— 183
Products of Petroleum and Coal.....	19	14	33	— 6	— 56
Chemical Products.....	209	67	276	+ 43	— 106
Miscellaneous Manufacturing Industries.....	89	103	192	+ 14	— 252
<b>Construction</b> .....	<b>2,690</b>	<b>97</b>	<b>2,787</b>	<b>+</b> 370	<b>—</b> 4,909
General Contractors.....	1,888	61	1,949	+ 228	— 3,769
Special Trade Contractors.....	802	36	838	+ 142	— 1,140
<b>Transportation, Storage and Communication</b> .....	<b>654</b>	<b>225</b>	<b>879</b>	<b>—</b> 72	<b>—</b> 1,841
Transportation.....	502	109	611	— 59	— 1,552
Storage.....	47	22	69	+ 7	— 66
Communication.....	105	94	199	— 20	— 223
<b>Public Utility Operation</b> .....	<b>173</b>	<b>28</b>	<b>201</b>	<b>—</b> 17	<b>—</b> 138
<b>Trade</b> .....	<b>2,098</b>	<b>2,564</b>	<b>4,662</b>	<b>+</b> 53	<b>—</b> 3,559
Wholesale.....	542	422	964	— 118	— 1,533
Retail.....	1,556	2,142	3,698	+ 171	— 2,026
<b>Finance, Insurance and Real Estate</b> .....	<b>581</b>	<b>412</b>	<b>993</b>	<b>—</b> 101	<b>—</b> 755
<b>Service</b> .....	<b>1,878</b>	<b>7,941</b>	<b>9,819</b>	<b>—</b> 719	<b>—</b> 6,266
Community or Public Service.....	270	1,378	1,648	— 187	— 676
Government Service.....	716	291	1,007	— 94	— 1,228
Recreation Service.....	75	87	162	— 26	— 298
Business Service.....	314	283	597	— 52	— 678
Personal Service.....	503	5,902	6,405	— 360	— 3,386
<b>GRAND TOTAL</b> .....	<b>14,224</b>	<b>14,149</b>	<b>28,373</b>	<b>—</b> 2,358	<b>—</b> 35,343

<sup>(1)</sup> Preliminary—subject to revision.  
Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT  
BY OCCUPATION AND BY SEX AS AT OCTOBER 3, 1957 <sup>(1)</sup>**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,514	912	2,426	5,167	1,433	6,600
Clerical workers.....	1,020	2,342	3,362	10,068	27,449	37,517
Sales workers.....	932	1,271	2,203	4,116	9,585	13,701
Personal and domestic service workers...	564	6,655	7,219	20,164	13,245	33,409
Seamen.....	11	.....	11	993	1	994
Agriculture and fishing.....	1,392	35	1,427	1,343	199	1,542
Skilled and semiskilled workers.....	5,266	1,665	6,931	81,197	14,020	95,217
Food and kindred products (inc. tobacco).....	51	33	84	770	419	1,189
Textiles, clothing, etc.....	90	1,161	1,251	2,232	8,236	10,468
Lumber and lumber products.....	589	3	592	8,375	140	8,515
Pulp, paper (inc. printing).....	72	9	81	837	393	1,229
Leather and leather products.....	39	86	125	780	790	1,570
Stone, clay and glass products.....	19	.....	19	266	56	322
Metalworking.....	803	24	827	13,316	937	14,253
Electrical.....	175	51	226	1,798	933	2,731
Transportation equipment.....	2	.....	2	3,216	100	3,316
Mining.....	119	.....	119	869	.....	869
Construction.....	1,194	.....	1,194	16,065	.....	16,065
Transportation (except seamen).....	667	21	688	12,639	103	12,742
Communications and public utility...	42	.....	42	381	3	384
Trade and service.....	195	210	405	2,117	1,077	3,194
Other skilled and semiskilled.....	1,020	62	1,082	13,210	644	13,854
Foremen.....	43	5	48	1,807	187	1,994
Apprentices.....	146	.....	146	2,519	3	2,522
Unskilled workers.....	2,093	780	2,873	63,551	14,335	77,886
Food and tobacco.....	73	188	261	1,720	2,245	3,965
Lumber and lumber products.....	135	3	138	6,317	368	6,685
Metalworking.....	32	16	48	5,788	507	6,295
Construction.....	963	.....	963	21,902	1	21,903
Other unskilled workers.....	890	573	1,463	27,824	11,214	39,038
<b>Grand Total.....</b>	<b>12,792</b>	<b>13,660</b>	<b>26,452</b>	<b>186,599</b>	<b>80,267</b>	<b>266,866</b>

<sup>(1)</sup> Preliminary—subject to revision.

<sup>(2)</sup> Current vacancies only. Deferred vacancies are excluded.



TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT OCTOBER 3, 1957

(Source: Form U.I.C. 757)

Office	Unfilled Vacancies(?)			Registrations		
	(1) October 3, 1957	Previous Month August 29, 1957	Previous Year September 27, 1956	(1) October 3, 1957	Previous Month August 29, 1957	Previous Year September 27, 1956
<b>Newfoundland</b> .....	<b>149</b>	<b>101</b>	<b>847</b>	<b>5,333</b>	<b>4,858</b>	<b>2,870</b>
Corner Brook.....	32	5	14	1,017	1,108	916
Grand Falls.....	3	3	17	734	509	254
St. John's.....	114	93	816	3,582	3,241	1,700
<b>Prince Edward Island</b> .....	<b>761</b>	<b>141</b>	<b>582</b>	<b>965</b>	<b>903</b>	<b>685</b>
Charlottetown.....	134	91	205	630	464	372
Summerside.....	627	50	377	335	439	313
<b>Nova Scotia</b> .....	<b>976</b>	<b>1,022</b>	<b>1,319</b>	<b>10,636</b>	<b>9,692</b>	<b>7,138</b>
Amherst.....	16	27	37	423	388	310
Bridgewater.....	14	8	44	504	415	294
Halifax.....	554	593	768	3,146	2,681	2,535
Inverness.....	87	110	285	273	285	121
Kentville.....	8	6	45	249	198	165
Liverpool.....	47	93	63	1,562	1,484	594
New Glasgow.....	171	92	7	478	440	155
Springhill.....	23	28	58	1,887	1,917	1,714
Sydney.....	23	28	58	640	549	373
Truro.....	56	65	4	751	591	400
Yarmouth.....						
<b>New Brunswick</b> .....	<b>752</b>	<b>960</b>	<b>1,836</b>	<b>10,396</b>	<b>10,021</b>	<b>6,301</b>
Bathurst.....	7	6	8	711	860	396
Campbellton.....	35	47	131	682	786	312
Edmundston.....	9	22	36	429	569	262
Fredericton.....	157	172	484	804	753	513
Minto.....	14	93	190	400	327	245
Moncton.....	288	292	570	2,254	2,000	1,460
Newcastle.....	7	7	20	928	948	580
Saint John.....	200	211	198	2,578	2,435	1,847
St. Stephen.....	6	12	30	989	730	361
Sussex.....	8	18	18	292	237	142
Woodstock.....	21	80	151	329	376	183
<b>Quebec</b> .....	<b>7,055</b>	<b>8,267</b>	<b>19,388</b>	<b>70,612</b>	<b>68,975</b>	<b>43,200</b>
Asbestos.....	65	15	41	359	303	281
Beauharnois.....	41	38	97	404	395	222
Buckingham.....	15	4	12	457	396	236
Causapsal.....	105	3	315	655	892	421
Chandler.....	4	7	11	185	168	91
Chicoutimi.....	71	140	725	1,155	966	405
Dolbeau.....	6	12	341	715	844	195
Drummondville.....	70	40	65	1,160	1,087	835
Farnham.....	348	12	93	447	412	313
Forestville.....	69	67	1,405	225	235	187
Gaspé.....	6	70	122	147	105	
Granby.....	39	42	45	779	1,033	738
Hull.....	45	82	105	1,548	1,404	932
Joliette.....	71	1,083	170	1,421	1,188	1,000
Jonquière.....	51	35	111	1,561	1,327	612
Lachute.....	15	22	78	342	261	229
La Malbaie.....	22	6	3	329	230	185
La Tuque.....	112	201	984	332	419	169
Lévis.....	146	194	198	1,323	1,490	920
Louisville.....	23	61	138	497	589	239
Magog.....	1	4	3	490	419	311
Maniwaki.....	9	2	14	251	268	66
Matane.....	3	4	504	394	588	147
Mégantic.....	23	31	10	482	483	178
Mont-Laurier.....	13	26	5	296	423	223
Montmagny.....	18	21	47	658	1,227	345
Montreal.....	3,511	3,813	8,362	25,618	24,184	15,885
New Richmond.....	7	4	26	359	391	173
Port Alfred.....	46	8	10	348	292	169
Quebec.....	506	610	889	6,260	6,076	4,579
Rimouski.....	59	83	248	972	1,318	673
Rivière du Loup.....	43	52	55	712	885	483
Roberval.....	51	13	144	535	489	166
Rouyn.....	91	103	413	1,824	1,693	721
Ste. Agathe.....	19	36	15	219	160	176
Ste. Anne de Bellevue.....	68	57	160	280	240	215
Ste. Thérèse.....	42	66	189	654	629	444
St. Georges Est.....	139	159	444	875	902	415
St. Hyacinthe.....	88	41	172	921	993	838
St. Jean.....	83	63	85	825	811	732
St. Jérôme.....	36	40	45	598	521	509
Sept Îles.....	160	219	479	355	486	110
Shawinigan Falls.....	42	61	252	1,953	1,786	951
Sherbrooke.....	144	117	85	2,804	2,584	1,456
Sorel.....	157	90	47	926	768	762
Thetford Mines.....	45	53	55	778	728	533

**TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT OCTOBER 3, 1957**

(Source: Form U.I.C. 757)

Office	Unfilled Vacancies(*)			Registrations		
	(1) October 3, 1957	Previous Month August 29, 1957	Previous Year September 27, 1956	(1) October 3, 1957	Previous Month August 29, 1957	Previous Year September 27, 1956
<b>Quebec—Con.</b>						
Trois-Rivières.....	157	223	588	1,889	1,709	1,236
Val d'Or.....	3	21	535	1,625	1,322	576
Valleyfield.....	43	82	148	880	913	586
Victoriaville.....	36	44	58	986	1,106	643
Ville d'Alma.....	93	51	293	829	795	583
<b>Ontario.....</b>	<b>8,574</b>	<b>9,778</b>	<b>19,638</b>	<b>112,347</b>	<b>102,560</b>	<b>66,777</b>
Amprior.....	32	12	162	162	145	101
Barrie.....	42	67	300	724	601	711
Belleville.....	15	43	55	820	737	461
Bracebridge.....	100	46	133	389	324	156
Brampton.....	27	26	81	522	428	252
Brantford.....	80	83	69	2,643	2,399	2,191
Brookville.....	25	25	37	205	232	129
Carleton Place.....	18	18	4	113	112	73
Chatham.....	93	558	362	1,676	1,284	757
Cobourg.....	27	67	10	608	622	499
Collingwood.....	20	14	63	319	268	251
Cornwall.....	191	135	215	1,376	1,380	1,027
Fort Erie.....	12	18	32	322	222	327
Fort Frances.....	24	32	59	147	95	57
Fort William.....	191	276	811	827	678	608
Galt.....	160	233	123	1,449	1,006	537
Gananoque.....	7	12	12	178	141	107
Goderich.....	26	21	34	256	241	146
Guelph.....	88	110	140	1,164	1,093	606
Hamilton.....	552	677	1,197	9,097	8,654	5,456
Hawkesbury.....	14	10	15	324	215	210
Ingersoll.....	43	61	77	490	265	192
Kapuskasing.....	34	32	426	505	281	115
Kenora.....	72	63	159	188	179	106
Kingston.....	158	157	159	1,068	953	626
Kirkland Lake.....	59	153	448	428	405	264
Kitchener.....	91	122	218	1,685	1,601	622
Leamington.....	40	57	56	759	685	399
Lindsay.....	18	26	45	557	542	435
Listowel.....	29	40	47	152	127	57
London.....	480	470	961	3,005	2,893	1,936
Long Branch.....	93	152	353	2,369	2,003	1,244
Midland.....	14	28	44	415	293	186
Napanee.....	3	8	12	264	225	152
Newmarket.....	36	39	.....	513	477	.....
Niagara Falls.....	125	214	270	827	692	434
North Bay.....	13	14	65	925	705	326
Oakville.....	120	101	296	1,032	389	253
Orillia.....	16	41	38	533	480	259
Oshawa.....	41	136	220	9,175	7,821	6,504
Ottawa.....	960	873	1,217	2,873	2,914	2,094
Owen Sound.....	22	16	78	795	808	508
Parry Sound.....	3	6	2	128	63	57
Pembroke.....	116	174	335	807	853	490
Perth.....	27	37	47	296	190	87
Peterborough.....	68	54	314	2,123	2,025	1,135
Pictou.....	13	35	16	137	125	100
Port Arthur.....	127	191	923	1,577	797	537
Port Colborne.....	14	17	30	419	344	255
Prescott.....	47	24	42	366	334	179
Renfrew.....	10	11	25	277	229	116
St. Catharines.....	191	223	154	2,842	3,615	1,915
St. Thomas.....	76	72	144	573	568	278
Sarnia.....	102	86	132	1,291	1,243	722
Sault Ste. Marie.....	228	217	517	1,099	885	520
Simcoe.....	65	58	55	620	333	228
Sioux Lookout.....	15	9	56	73	66	48
Smiths Falls.....	14	10	10	199	178	111
Stratford.....	41	44	89	552	570	246
Sturgeon Falls.....	4	7	4	477	375	189
Sudbury.....	318	418	413	1,979	1,811	787
Timmins.....	50	60	309	1,073	975	450
Toronto.....	2,345	2,230	5,939	26,842	23,565	13,419
Trenton.....	65	49	94	387	428	305
Walkerton.....	67	52	88	223	220	138
Wallaceburg.....	11	10	18	580	297	250
Welland.....	49	52	110	1,342	920	399
Weston.....	170	166	348	1,629	1,399	762
Windsor.....	113	176	280	11,818	13,792	11,353
Woodstock.....	14	14	21	739	745	327
<b>Manitoba.....</b>	<b>2,353</b>	<b>2,481</b>	<b>4,542</b>	<b>8,426</b>	<b>8,474</b>	<b>6,119</b>
Brandon.....	317	264	412	680	529	339
Dauphin.....	35	25	52	225	250	116

N.B.—New Toronto Ontario, now Long Branch as of September 1957.

**TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT OCTOBER 3, 1957**

(Source: Form U.I.C. 757)

Office	Unfilled Vacancies(2)			Registrations		
	(1) October 3, 1957	Previous Month August 29, 1957	Previous Year September 27, 1956	(1) October 3, 1957	Previous Month August 29, 1957	Previous Year September 27, 1956
<b>Manitoba—Con.</b>						
Flin Flon.....	52	63	158	144	104	108
Portage la Paririe.....	33	48	84	293	265	215
The Pas.....	54	43	43	73	72	34
Winnipeg.....	1,862	2,038	3,793	7,011	7,254	5,307
<b>Saskatchewan</b>	<b>1,128</b>	<b>1,433</b>	<b>2,739</b>	<b>4,411</b>	<b>4,002</b>	<b>2,973</b>
Estevan.....	71	77	294	102	131	67
Moose Jaw.....	204	217	468	509	385	305
North Battleford.....	54	58	172	310	282	211
Prince Albert.....	129	120	179	576	541	405
Regina.....	277	405	643	1,161	1,064	815
Saskatoon.....	215	256	472	1,065	934	737
Swift Current.....	45	86	145	167	143	106
Weyburn.....	43	46	73	79	60	36
Yorkton.....	90	168	293	442	472	291
<b>Alberta</b>	<b>2,689</b>	<b>2,909</b>	<b>6,539</b>	<b>9,955</b>	<b>9,559</b>	<b>4,740</b>
Blairmore.....	20	23	112	185	229	107
Calgary.....	931	1,026	1,665	3,455	3,066	1,891
Drumheller.....	47	50	49	141	185	102
Edmonton.....	1,150	1,252	2,759	4,687	4,746	1,776
Edson.....	29	39	1,065	191	193	88
Lethbridge.....	235	210	412	519	454	358
Medicine Hat.....	184	232	271	435	358	266
Red Deer.....	93	77	206	342	328	152
<b>British Columbia</b>	<b>2,015</b>	<b>3,334</b>	<b>5,123</b>	<b>33,785</b>	<b>29,383</b>	<b>16,398</b>
Chilliwack.....	56	72	106	722	563	417
Courtenay.....	30	56	56	775	563	222
Cranbrook.....	35	48	50	332	183	120
Dawson Creek.....	46	65	182	200	308	39
Duncan.....	59	32	156	629	898	270
Kamloops.....	48	66	160	493	445	198
Kelowna.....	13	476	40	213	240	155
Kitimat.....	81	132	214	235	175	142
Mission City.....	13	8	29	504	355	236
Nanaimo.....	32	22	52	1,030	1,104	455
Nelson.....	32	32	65	274	270	178
New Westminster.....	148	383	364	4,237	3,766	2,403
Penticton.....	18	29	45	342	239	123
Port Alberni.....	34	39	104	674	720	226
Prince George.....	105	102	327	1,151	876	378
Prince Rupert.....	68	83	123	834	383	229
Princeton.....	8	12	15	144	134	54
Trail.....	20	26	23	346	300	131
Vancouver.....	817	1,069	2,416	17,623	14,944	8,517
Vernon.....	44	250	71	424	380	177
Victoria.....	279	287	435	2,430	2,390	1,603
Whitehorse.....	29	45	90	173	147	75
<b>Canada</b>	<b>26,452</b>	<b>30,426</b>	<b>62,553</b>	<b>266,866</b>	<b>248,427</b>	<b>157,201</b>
Males.....	12,792	14,379	40,726	186,599	171,981	97,699
Females.....	13,660	16,047	21,827	80,267	76,446	59,502

<sup>1</sup> Preliminary subject to revision.

<sup>2</sup> Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(Source: Form U.I.C. 751)

1952—1957

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1956 (9 Months).....	806,175	580,149	226,026	52,881	192,791	290,212	161,401	108,890
1957 (9 months).....	688,000	464,116	223,884	45,834	168,189	240,518	145,946	87,513



TABLE D-6.—VACANCIES<sup>1</sup> AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES JULY 2 TO SEPTEMBER 30, 1957

(Source: U.I.C. 751)

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario				
	Placements		Va- can- cies Noti- fied	Trans- fers out	Placements		Va- can- cies Noti- fied	Trans- fers out	Placements		Va- can- cies Noti- fied	Trans- fers out	Placements		Va- can- cies Noti- fied	Trans- fers out	Placements		Va- can- cies Noti- fied	Trans- fers out	Placements		Va- can- cies Noti- fied	Trans- fers out	
	Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular
Agriculture.....	2	1	1	82	1,107	301	58	328	107	11	376	4,136	490	77	4,136	639	1,329	4,746	15,424	6,245	2,536	483			
Forestry.....	1	1			70	64		321	111	205	3		202	113	1		3	1,235	945	794	14	55			
Fishing and Trapping.....					1	1		2	1			1						6	8	5	1	.....			
Mining, Quarrying and Oil Wells.....	31	26					1	372	245		3		20	34	1	2	704	434	35	31	1,393	717	17	105	
Metal Mining.....	30	25					1				2		7	6		2	515	292	2	31	1,200	576	9	102	
Fuels.....								364	239		1		1	16			9		25	18	1	1			
Non-Metal Mining.....	1	1						7	5								137	102	30	10	9				
Quarrying, Clay and Sand Pits.....								1	1				3	3			23	20	3		125	94	3	2	
Prospecting.....													9	9			20	13		34	20	4	.....		
Manufacturing.....	40	27	4	1	349	202	25	1,459	1,130	99	38		585	424	75	4	19,714	13,090	541	192	26,880	18,981	2,391	331	
Food and Beverages.....	12	8	1		174	118	24	229	129	35	1		290	183	44		2,686	1,937	84	123	5,737	4,070	451	71	
Tobacco and Tobacco Products.....																	77	81			39	30		1	
Rubber Products.....	1	1						72	4	2			7	5	1		252	173	10	1	257	166	17	2	
Leather Products.....																	962	657	7	2	594	444	27	3	
Textile Products (except Clothing, Hosiery and Fur)	1				8	8		5	2				4	2	1		1,500	1,022	18	15	1,169	920	61	32	
Clothing (textile and fur)	7	3						12	9	1			17	56			5,101	3,119	17	10	1,717	1,242	69	6	
Wood Products.....	4	3			8	5		89	74	1	4		66	36			1,241	843	24	10	1,630	1,186	179	6	
Paper Products.....								9	6				54	38	11		858	585	21	1	1,108	844	141	19	
Printing, Publishing and Allied Industries.....	3	2	1	1	6	3		38	19	4			24	16			686	424	47	3	1,523	827	443	2	
Iron and Steel Products					1	1		376	309	25	30		48	29	7	2	1,801	1,321	93	10	4,540	3,038	434	92	
Transportation Equip- ment.....	8	8			2	1	1	541	533	2	2		20	18			1,121	729	26	8	1,620	1,071	83	50	
Non-Ferrous Metal Prod- ucts.....	1	1						23	20		1		35	21	9		772	567	11	5	1,387	1,056	122	9	
Electrical Apparatus and Supplies.....								6	3	2								320	27	1	1,885	1,355	96	17	
Non - Metallic Mineral Products.....								48	15	25			7	8			388	279	15	1	890	678	65	5	
Products of Petroleum and Coal.....																									
Chemical Products.....	2		2		150	66		8	6	1			7	7			62	42	3		104	76	15	3	
Miscellaneous Manufac- turing Industries.....	1	1						2		1			6	5	1		925	588	18		1,154	925	75	2	

<b>Construction.</b> .....	<b>512</b>	<b>409</b>	<b>6</b>	<b>23</b>	<b>105</b>	<b>79</b>	<b>12</b>	<b>29</b>	<b>902</b>	<b>540</b>	<b>170</b>	<b>143</b>	<b>1,948</b>	<b>1,311</b>	<b>80</b>	<b>54</b>	<b>14,781</b>	<b>10,680</b>	<b>644</b>	<b>1,067</b>	<b>21,419</b>	<b>16,687</b>	<b>1,618</b>	<b>1,023</b>
General Contractors.....	499	402	6	20	74	62	8	29	656	393	117	122	1,664	1,125	65	45	10,510	7,452	468	1,005	16,371	12,894	1,001	983
Special Trade Contractors.....	13	7		3	31	17	4		246	147	53	21	284	186	15	9	4,271	3,228	176	62	5,048	3,793	617	40
<b>Transportation, Storage and Communication.</b> .....	<b>18</b>	<b>10</b>			<b>41</b>	<b>19</b>	<b>14</b>	<b>1</b>	<b>341</b>	<b>200</b>	<b>99</b>	<b>3</b>	<b>298</b>	<b>171</b>	<b>57</b>		<b>5,901</b>	<b>2,365</b>	<b>2,939</b>	<b>4</b>	<b>4,700</b>	<b>2,616</b>	<b>1,562</b>	<b>99</b>
Transportation.....	17	9			35	17	12	1	298	175	91	2	249	144	44		5,879	1,861	2,920		3,942	2,226	1,343	21
Storage.....									9	1	4		26	15	10		124	68	18		462	242	192	71
Communication.....	1	1			6	2	2		34	24	4	1	23	12	3		398	336	1		266	148	27	7
<b>Public Utility Operation</b>	<b>3</b>	<b>3</b>			<b>2</b>	<b>2</b>			<b>36</b>	<b>28</b>	<b>3</b>		<b>7</b>	<b>6</b>			<b>196</b>	<b>133</b>	<b>9</b>		<b>527</b>	<b>320</b>	<b>20</b>	<b>2</b>
<b>Trade.</b> .....	<b>77</b>	<b>40</b>	<b>10</b>		<b>342</b>	<b>122</b>	<b>176</b>	<b>1</b>	<b>1,486</b>	<b>779</b>	<b>279</b>	<b>5</b>	<b>998</b>	<b>458</b>	<b>153</b>	<b>5</b>	<b>8,633</b>	<b>5,150</b>	<b>774</b>	<b>17</b>	<b>14,619</b>	<b>8,990</b>	<b>2,543</b>	<b>40</b>
Wholesale.....	41	19	7		175	16	153		523	223	201	2	343	153	104	2	2,599	1,529	341	2	4,840	2,865	1,238	13
Retail.....	36	21	3		167	106	23	1	963	556	78	3	655	305	49	3	6,034	3,621	433	15	9,773	6,125	1,305	27
<b>Finance, Insurance and Real Estate.</b> .....	<b>15</b>	<b>5</b>			<b>36</b>	<b>28</b>	<b>3</b>		<b>150</b>	<b>85</b>	<b>9</b>		<b>128</b>	<b>89</b>	<b>7</b>		<b>1,129</b>	<b>693</b>	<b>17</b>	<b>3</b>	<b>2,120</b>	<b>1,322</b>	<b>75</b>	<b>3</b>
<b>Service.</b> .....	<b>398</b>	<b>190</b>	<b>50</b>	<b>1</b>	<b>574</b>	<b>221</b>	<b>220</b>	<b>2</b>	<b>2,678</b>	<b>1,408</b>	<b>861</b>	<b>60</b>	<b>2,082</b>	<b>952</b>	<b>571</b>	<b>42</b>	<b>18,969</b>	<b>8,867</b>	<b>4,436</b>	<b>254</b>	<b>29,742</b>	<b>15,993</b>	<b>7,977</b>	<b>161</b>
Community or Public Service.....	16	7	1		59	39		1	262	116	30	14	144	67	42		1,640	1,027	69	5	2,736	1,634	297	11
Government Service.....	262	135	2		196	61	128	1	563	596	30	32	470	412	17	30	1,532	1,216	23	148	3,761	3,053	240	21
Recreation Service.....	14	4	10						109	16	75		187	31	134		1,038	244	386		1,849	672	1,061	1
Business Service.....	7	6			13	13	2		77	46	13	1	81	48	12		1,215	653	252	2	2,463	1,739	252	6
Personal Service.....	99	38	37	1	306	108	90		1,067	634	713	13	1,200	394	366	12	13,514	5,727	3,700	99	18,933	8,895	6,127	122
<b>Totals.</b> .....	<b>1,097</b>	<b>712</b>	<b>71</b>	<b>107</b>	<b>2,627</b>	<b>975</b>	<b>572</b>	<b>34</b>	<b>8,075</b>	<b>4,634</b>	<b>1,784</b>	<b>631</b>	<b>7,948</b>	<b>4,048</b>	<b>1,022</b>	<b>4,244</b>	<b>78,811</b>	<b>44,439</b>	<b>10,721</b>	<b>7,555</b>	<b>117,777</b>	<b>72,670</b>	<b>18,754</b>	<b>2,302</b>
<b>Men.</b> .....	<b>989</b>	<b>610</b>	<b>69</b>	<b>107</b>	<b>1,914</b>	<b>457</b>	<b>456</b>	<b>33</b>	<b>3,423</b>	<b>3,272</b>	<b>1,168</b>	<b>624</b>	<b>3,834</b>	<b>2,356</b>	<b>617</b>	<b>2,867</b>	<b>52,494</b>	<b>31,117</b>	<b>7,121</b>	<b>6,588</b>	<b>78,398</b>	<b>49,243</b>	<b>13,072</b>	<b>2,072</b>
<b>Women.</b> .....	<b>188</b>	<b>102</b>	<b>2</b>	<b>2</b>	<b>713</b>	<b>518</b>	<b>116</b>	<b>1</b>	<b>2,650</b>	<b>1,362</b>	<b>566</b>	<b>7</b>	<b>2,611</b>	<b>1,112</b>	<b>405</b>	<b>1,377</b>	<b>25,817</b>	<b>13,322</b>	<b>3,600</b>	<b>967</b>	<b>39,379</b>	<b>23,427</b>	<b>5,682</b>	<b>230</b>

1 Current and deferred vacancies reported during the period.

**TABLE D-6.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES JULY 2 TO SEPTEMBER 30, 1957**  
(Source: U.I.C. 751)

Industry	Manitoba			Saskatchewan			Alberta			British Columbia			Canada								
	Placements			Placements			Placements			Placements			Placements								
	Vacancies Notified	Regular	Transfers out	Vacancies Notified	Regular	Transfers out	Vacancies Notified	Regular	Transfers out	Vacancies Notified	Regular	Transfers out	Vacancies Notified	Regular	Transfers out						
<b>Agriculture</b> .....	682	430	45	3	2,115	1,570	11	82	3,329	2,705	47	21	12,132	3,369	8,271	110	40,373	15,857	12,386	10,039	
<b>Forestry</b> .....	69	41	.....	18	16	.....	.....	385	162	159	7	1,077	6	8,296	4,547	461	1,306	4,547	461	1,306	
<b>Fishing and Trapping</b> .....	.....	.....	.....	2	2	.....	.....	.....	.....	.....	51	32	1	.....	.....	.....	66	41	2	7	
<b>Mining, Quarrying and Oil Wells</b> .....	440	353	7	7	200	137	6	3	1,069	705	36	17	320	234	26	3	4,549	2,885	128	171	
Metal Mining.....	364	311	1	5	3	3	.....	3	109	83	1	1	187	148	3	1	2,417	1,444	16	148	
Fuels.....	20	1	2	1	155	102	6	.....	688	430	18	14	39	26	.....	1	1,301	839	28	18	
Non-Metal Mining.....	15	3	.....	5	3	.....	.....	3	2	2	.....	.....	73	46	23	.....	236	168	53	.....	
Quarrying, Clay and Sand Pits.....	43	34	2	1	13	10	.....	.....	4	29	11	.....	6	5	.....	5	258	196	19	2	
Prospecting.....	13	7	2	1	22	19	.....	.....	225	161	6	2	15	9	.....	.....	337	238	12	3	
<b>Manufacturing</b> .....	3,796	2,199	765	4	1,071	647	196	21	2,222	1,488	302	21	8,302	6,344	451	234	61,418	44,532	4,849	846	
Foods and Beverages.....	573	348	132	.....	502	326	78	1	699	450	140	.....	2,986	2,597	108	62	13,888	10,166	1,097	258	
Tobacco and Tobacco Products.....	.....	.....	.....	.....	15	9	2	.....	15	9	2	.....	90	87	.....	2	221	207	2	1	
Rubber Products.....	4	2	.....	12	5	7	1	.....	3	3	.....	.....	5	3	1	.....	533	351	35	5	
Leather Products.....	54	29	1	.....	1	.....	.....	3	47	25	10	.....	47	25	10	.....	1,742	1,168	48	6	
Textile Products (except clothing).....	71	33	7	.....	2	.....	.....	24	16	3	.....	.....	50	41	3	.....	2,833	2,046	95	47	
Clothing (textile and fur).....	625	403	39	.....	38	18	6	.....	73	61	2	.....	203	156	4	.....	7,787	5,064	138	16	
Wood Products.....	470	208	183	.....	98	59	25	.....	206	149	22	1	2,742	2,121	35	148	6,537	4,684	553	53	
Paper Products.....	180	136	17	1	9	9	.....	65	40	10	.....	.....	354	224	35	1	2,671	1,883	235	22	
Printing, Publishing and Allied Industries.....	266	159	73	1	45	24	10	.....	87	62	6	.....	204	120	26	1	2,882	1,656	610	8	
Iron and Steel Products.....	665	392	133	1	99	45	31	1	313	211	49	.....	382	252	26	10	8,225	5,598	798	146	
Transportation Equipment.....	203	130	12	.....	116	67	15	.....	3	266	169	12	.....	638	299	60	17	4,455	3,025	211	80
Non-Ferrous Metal Products.....	63	46	4	1	.....	.....	.....	15	22	16	4	20	.....	263	118	.....	106	2,566	1,845	150	157
Electrical Apparatus and Supplies.....	150	87	35	.....	14	1	11	.....	21	17	3	.....	183	112	.....	2	2,824	1,895	176	19	
Non-Metallic Mineral Products.....	137	48	68	.....	79	59	2	.....	173	138	2	.....	82	53	6	.....	1,804	1,279	181	10	
Products of Petroleum and Coal.....	39	18	7	.....	29	19	2	.....	49	29	2	.....	34	22	6	.....	1,307	206	36	3	
Chemical Products.....	169	76	33	.....	18	8	7	.....	174	107	33	.....	114	60	15	.....	2,803	1,788	324	13	
Miscellaneous Manufacturing Industries.....	127	84	21	.....	9	5	2	.....	29	10	11	.....	77	53	1	.....	2,330	1,671	130	2	
<b>Construction</b> .....	3,398	2,677	87	223	3,447	2,097	296	46	4,747	3,432	315	45	5,096	3,471	453	350	56,055	41,383	3,711	3,003	
General Contractors.....	2,743	2,143	63	213	2,361	1,602	184	43	3,473	2,587	178	27	4,064	3,066	270	80	42,415	31,534	2,456	2,757	
Special Trade Contractors.....	655	534	24	10	786	495	112	3	1,274	895	137	18	1,032	547	117	80	13,640	9,849	1,255	246	
<b>Transportation, Storage and Communication</b> .....	1,437	625	188	11	692	411	129	83	1,458	770	211	3	1,483	915	266	14	15,769	8,012	5,456	218	
Transportation.....	1,370	499	191	10	545	324	136	81	1,486	698	146	.....	1,212	732	219	11	13,433	6,586	4,979	130	
Storage.....	160	82	71	.....	96	54	25	.....	169	95	54	.....	.....	137	78	41	1,213	635	415	74	
Communication.....	107	63	6	1	51	33	2	2	103	67	11	3	134	105	6	.....	1,123	791	62	14	



<b>Public Utility Operation.....</b>	<b>112</b>	<b>75</b>	<b>2</b>	<b>1</b>	<b>52</b>	<b>38</b>	<b>1</b>	<b>294</b>	<b>250</b>	<b>22</b>	<b>155</b>	<b>101</b>	<b>17</b>	<b>12</b>	<b>1,384</b>	<b>956</b>	<b>74</b>	<b>15</b>
<b>Trade.....</b>	<b>3,677</b>	<b>1,512</b>	<b>1,313</b>	<b>1</b>	<b>2,600</b>	<b>1,399</b>	<b>678</b>	<b>1</b>	<b>4,067</b>	<b>2,002</b>	<b>1,458</b>	<b>5,041</b>	<b>2,940</b>	<b>671</b>	<b>41,549</b>	<b>23,392</b>	<b>7,755</b>	<b>80</b>
Wholesale.....	1,819	775	670		1,858	922	301	1	1,715	803	668	2,044	1,338	381	3	14,963	8,143	25
Retail.....	1,858	737	643	1	1,751	977	377		2,352	1,199	490	2,997	1,602	290	4	26,586	15,249	55
<b>Finance, Insurance and Real Estate.....</b>	<b>373</b>	<b>276</b>	<b>14</b>		<b>327</b>	<b>248</b>	<b>10</b>	<b>581</b>	<b>418</b>	<b>25</b>	<b>700</b>	<b>490</b>	<b>22</b>		<b>5,559</b>	<b>3,654</b>	<b>182</b>	<b>6</b>
<b>Service.....</b>	<b>4,911</b>	<b>1,583</b>	<b>2,272</b>	<b>31</b>	<b>4,918</b>	<b>1,806</b>	<b>1,909</b>	<b>31</b>	<b>9,536</b>	<b>3,720</b>	<b>3,233</b>	<b>10,343</b>	<b>6,104</b>	<b>1,877</b>	<b>84,151</b>	<b>40,844</b>	<b>23,400</b>	<b>653</b>
Community or Public Service.....	545	970	86		443	282	76	28	945	488	76	15	815	75	2	7,606	4,413	76
Government Service.....	535	454	11		444	318	46		1,005	852	21	27	1,801	88	11	10,569	8,772	276
Recreation Service.....	273	102	234	6	515	45	395		388	62	269	149	77	12		4,522	1,193	1
Business Service.....	502	105	350	15	967	302	495	1	1,800	807	770	707	386	153	1	7,835	4,105	26
Personal Service.....	3,053	703	1,591	10	2,548	908	897	2	5,398	1,511	2,067	6,871	3,443	1,599	3	53,619	22,301	274
<b>Totals.....</b>	<b>18,595</b>	<b>9,781</b>	<b>4,692</b>	<b>281</b>	<b>15,151</b>	<b>8,371</b>	<b>3,227</b>	<b>267</b>	<b>27,388</b>	<b>15,652</b>	<b>5,508</b>	<b>44,700</b>	<b>24,821</b>	<b>12,102</b>	<b>752</b>	<b>322,169</b>	<b>186,103</b>	<b>16,344</b>
Men.....	11,550	6,853	2,639	275	10,692	6,092	2,432	242	17,322	10,879	3,589	23,427	14,226	4,581	661	298,265	135,679	13,516
Women.....	6,745	2,928	2,051	6	4,459	2,279	795	25	19,066	4,773	1,919	21,273	19,601	7,271	88	113,994	60,424	2,728

TABLE D-7.—REGISTRATIONS AT NES OFFICES BY SEX AND AGE GROUP

SOURCE: Form U.I.C. 757

Date		Males				
		Under 20	20-44	45-64	65 and over	Total Males
October	28, 1954.....	15,575	107,209	45,032	19,307	187,123
February	3, 1955.....	42,966	286,994	117,785	35,635	483,380
April	28, 1955.....	34,212	237,411	93,004	29,994	394,621
July	28, 1955.....	15,565	68,164	31,788	17,193	132,710
November	3, 1955.....	12,053	72,598	34,173	17,796	136,620
February	2, 1956.....	36,675	225,126	102,031	32,810	396,642
May	3, 1956.....	30,176	180,466	75,759	27,145	313,546
August	2, 1956.....	14,228	52,218	24,462	14,519	105,417
November	1, 1956.....	11,016	55,650	26,933	15,104	108,703
January	31, 1957.....	44,342	255,201	114,325	33,342	447,210
May	2, 1957.....	37,590	220,393	92,454	27,625	378,062
August	1, 1957.....	22,466	95,056	38,046	16,197	171,765
October	31, 1957.....	23,057	126,579	49,952	18,861	218,449

Date		Females				
		Under 20	20-44	45-64	65 and over	Total Females
October	28, 1954.....	11,454	51,591	12,557	1,401	77,003
February	3, 1955.....	16,891	77,843	20,796	2,121	117,651
April	28, 1955.....	13,457	65,623	17,571	1,950	98,601
July	28, 1955.....	12,865	45,500	12,144	2,165	72,674
November	3, 1955.....	9,235	46,831	12,158	1,491	69,715
February	2, 1956.....	14,561	71,173	19,804	2,312	107,850
May	3, 1956.....	11,612	58,511	16,708	2,363	89,194
August	2, 1956.....	12,513	43,313	11,943	1,503	69,272
November	1, 1956.....	9,054	43,246	11,282	1,435	65,017
January	31, 1957.....	15,823	73,435	21,318	2,418	112,994
May	2, 1957.....	12,591	63,344	18,317	1,998	96,250
August	1, 1957.....	15,035	53,631	14,350	1,565	84,581
October	31, 1957.....	12,606	57,241	15,128	1,606	86,581

## E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE,  
SEPTEMBER 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid†(Disability Days in Brackets)	Amount of Benefit Paid \$
Newfoundland.....	3.3	1,138	13,338 (378)	280,644
Prince Edward Island.....	0.6	177	2,415 (178)	43,214
Nova Scotia.....	7.5	3,236	30,174 (2,765)	576,315
New Brunswick.....	7.4	2,982	29,607 (2,150)	596,409
Quebec.....	47.7	22,313	190,607 (28,080)	3,813,679
Ontario.....	70.8	44,049	283,335 (23,690)	6,096,982
Manitoba.....	5.0	1,980	19,898 (2,552)	376,263
Saskatchewan.....	2.2	808	8,866 (1,168)	171,312
Alberta.....	5.5	3,037	21,909 (1,821)	455,382
British Columbia.....	16.0	9,001	63,809 (6,659)	1,399,389
Total, Canada, September 1957.....	166.0	88,721	663,958 (69,441)	13,809,589
Total, Canada, August 1957.....	155.1	78,252	651,389 (74,829)	13,033,311
Total, Canada, September 1956.....	99.1	40,640	376,561 (57,426)	7,087,703

\* Based on the number of payment documents for the month.

† Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

**TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE  
FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOW-  
ING PERCENTAGE POSTAL, BY SEX AND PROVINCE, SEPTEMBER 30, 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Duration on the register (weeks)								Percentage Postal	September 28, 1956 Total claimants
	Total claimants	2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	226,530	82,913	28,019	39,865	21,858	15,184	11,190	27,501	27.2	128,440
Male.....	163,433	64,106	21,251	30,079	14,244	9,309	7,089	17,355	28.2	80,987
Female.....	63,097	18,807	6,768	9,786	7,614	5,875	4,101	10,146	24.3	47,453
Newfoundland.....	4,986	1,770	566	774	577	399	199	701	65.6	2,854
Male.....	4,425	1,645	526	690	488	341	167	568	67.8	2,449
Female.....	561	125	40	84	89	58	32	133	48.0	405
Prince Edward Island	729	187	73	100	123	80	56	110	59.1	528
Male.....	517	132	42	75	98	62	32	76	63.4	335
Female.....	212	55	31	25	25	18	24	34	48.6	193
Nova Scotia.....	10,194	3,270	1,289	1,421	1,062	779	739	1,634	38.2	7,161
Male.....	8,178	2,669	1,086	1,136	793	578	602	1,314	39.5	5,561
Female.....	2,016	601	203	285	269	201	137	320	33.1	1,600
New Brunswick.....	9,345	2,842	1,101	1,510	955	827	862	1,248	46.7	5,804
Male.....	7,477	2,356	892	1,196	704	622	749	958	48.5	4,202
Female.....	1,868	486	209	314	251	205	113	290	39.6	1,602
Quebec.....	62,650	23,649	7,568	9,883	6,256	4,502	3,218	7,574	30.5	36,961
Male.....	43,610	18,037	5,578	7,082	3,969	2,602	1,829	4,513	32.5	20,699
Female.....	19,040	5,612	1,990	2,801	2,287	1,900	1,389	3,061	26.0	16,262
Ontario.....	96,704	34,872	12,202	19,693	9,100	6,101	4,091	10,645	20.1	55,550
Male.....	69,961	26,902	9,316	15,498	5,889	3,613	2,388	6,355	19.6	37,563
Female.....	26,743	7,970	2,886	4,195	3,211	2,488	1,703	4,290	21.3	17,987
Manitoba.....	6,410	2,312	694	861	655	489	336	1,063	20.3	4,436
Male.....	3,736	1,492	408	468	340	276	177	575	23.6	2,005
Female.....	2,674	820	286	393	315	213	159	488	15.8	2,431
Saskatchewan.....	2,915	950	340	436	293	233	145	518	40.4	1,973
Male.....	1,707	636	206	240	123	107	77	318	44.9	906
Female.....	1,208	314	134	196	170	126	68	200	34.0	1,067
Alberta.....	7,431	2,955	969	1,220	608	414	304	961	33.4	3,180
Male.....	5,272	2,146	691	857	390	268	205	715	35.8	1,798
Female.....	2,159	809	278	363	218	146	99	246	27.5	1,382
British Columbia.....	25,166	10,106	3,217	3,967	2,229	1,360	1,240	3,047	24.0	9,993
Male.....	18,550	8,091	2,506	2,837	1,450	840	863	1,963	24.6	5,469
Female.....	6,616	2,015	711	1,130	779	520	377	1,084	22.6	4,524



**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
SEPTEMBER 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	2,229	1,395	834	1,863	1,178	685	911
Prince Edward Island.....	291	172	119	280	195	85	64
Nova Scotia.....	4,827	2,641	2,186	4,652	3,597	1,055	1,293
New Brunswick.....	4,249	2,389	1,860	4,161	3,184	977	1,106
Quebec.....	33,133	18,413	14,720	31,848	25,098	6,750	8,697
Ontario.....	55,636	33,699	21,937	56,190	46,977	9,213	13,869
Manitoba.....	3,229	1,864	1,365	3,100	2,365	735	554
Saskatchewan.....	1,470	949	521	1,380	1,035	345	311
Alberta.....	4,538	2,509	2,029	4,323	3,462	861	1,242
British Columbia.....	15,347	7,928	7,419	14,229	11,001	3,228	3,893
Total, Canada, September 1957	124,949	71,959	52,990	122,026	98,092	23,934	31,940
Total, Canada, August 1957....	115,287	64,150	51,137	115,553	93,113	22,440	29,017
Total, Canada, September 1956	65,007	42,270	22,737	63,460	47,395	16,065	18,202

\* In addition, revised claims received numbered 18,029.

† In addition, 18,361 revised claims were disposed of. Of these, 1,464 were special requests not granted and 1,025 were appeals by claimants. There were 2,395 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT (REVISED)**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1956—September.....	3,788,000	3,655,700	132,300
October.....	3,785,000	3,656,600	128,400
November.....	3,808,000	3,668,600	139,400
December.....	3,875,000	3,659,600	215,400†
1957—January.....	3,929,000	3,530,800	398,200†
February.....	3,982,000	3,436,000	546,000†
March.....	3,987,000	3,414,600	572,400†
April.....	3,963,000	3,404,200	558,800†
May.....	3,808,000	3,434,400	373,600
June.....	3,828,000	3,577,700	250,300
July.....	3,892,000	3,687,500	204,500
August.....	3,921,000	3,715,200	205,800
September‡.....	3,918,000	3,709,300	208,700

\* Claimants having an unemployment register in the live file last working day of preceding month.

† Includes seasonal benefit claimants.

‡ The September estimate is preliminary, subject to revision when the employment index for this date becomes available.

**TABLE E-5.—UNEMPLOYMENT INSURANCE FUND**  
**STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO OCTOBER 31, 1957**  
Source: Unemployment Insurance Commission

REVENUE				EXPENDITURE				BALANCE	
Fiscal Year ended March 31	CONTRIBUTIONS (Gross less refunds)		Fines and Penalties	INTEREST on Investments and Profit on Sale of Securities	Total Revenue	BENEFIT PAYMENTS		Balance in Fund	
	Employer and Employee	Government				Ordinary	Supplementary and Seasonal		Total
TO 1950	\$ 644,786,331 88	\$ 128,886,931 60	\$ 41,539 99	\$ 61,989,796 65	\$ 855,704,600 12	\$ 252,319,395 71	\$ 738,233 89	\$ 253,057,627 60	\$ 582,646,972 52
1951	128,744,248 84	25,796,703 41	34,656 50	15,630,817 06	170,206,455 81	83,082,101 75	5,100,949 79	88,273,051 54	664,580,376 79
1952	153,887,858 49	30,805,704 77	33,344 00	19,046,503 98	203,773,411 24	85,559,677 68	4,594,758 92	90,154,436 60	778,199,351 43
1953	155,184,595 03	31,036,836 18	36,085 94	22,950,737 41	209,208,254 59	128,814,174 79	7,008,266 57	135,822,441 36	851,585,164 66
1954	158,673,276 19	31,735,897 91	36,833 77	26,094,504 24	216,540,482 11	174,619,903 03	12,231,610 40	186,851,513 43	881,274,133 34
1955	158,860,309 41	31,771,463 88	36,787 72	26,378,268 64	217,046,829 65	232,757,808 10	24,870,838 12	257,628,646 22	810,692,316 77
1956	169,726,970 28	33,948,572 66	31,070 00 <sup>(2)</sup>	25,005,132 67	228,711,745 61	180,038,064 37	35,167,479 42 <sup>(1)</sup>	215,205,543 79	854,198,518 59
1957	188,001,489 34	37,587,449 77	43,826 63	26,039,086 03	251,671,851 77	201,106,193 03	30,099,525 67	231,295,718 70	874,574,651 66
TO 1957	1,757,865,079 46	351,569,530 18	294,144 55	223,134,876 71	2,332,863,630 90	1,338,387,316 46	119,901,662 78	1,458,288,979 24	874,574,651 66
April	15,206,793 82	2,999,908 76	3,681 66	2,197,493 75	20,407,877 99	33,295,656 02	7,079,027 92	40,374,683 94	854,607,845 71
May	15,083,722 64	3,089,062 89	3,388 40	284,612 26	18,400,786 19	26,249,196 58		26,249,196 58	846,819,435 32
June	15,021,623 50	2,943,617 85	3,023 47	2,272,289 40	20,240,554 22	14,330,727 76		14,330,727 76	852,729,261 78
July	17,247,401 41	3,447,485 65	3,615 10	2,372,308 15	23,070,810 31	13,776,646 25		13,776,646 25	862,023,425 84
August	15,760,354 64	3,195,337 52	2,988 77	2,408,448 32	21,367,129 25	13,010,710 45		13,010,710 45	870,379,844 64
September	16,101,864 73	3,191,741 24	3,153 24	2,358,987 61	21,655,746 82	13,786,969 73		13,786,969 73	878,248,621 73
October	16,720,914 67 <sup>(1)</sup>	3,376,830 41	3,957 70	2,755,656 23	22,887,359 01	16,305,464 48		16,305,464 48	884,800,516 26
Sub-Total	111,142,675 41	22,243,984 32	23,808 34	14,649,705 72	148,060,293 79	130,755,371 27	7,079,027 92	137,834,399 19	884,800,516 26
Total	1,869,007,754 87	373,813,514 50	317,952 89	237,784,672 43	2,480,923,894 69	1,469,142,687 73	126,980,680 70	1,596,123,378 43	884,800,516 26
					D.V.A. \$39,547.20	Total \$16,720,914.67			
(1) Stamps \$6,025,151.75					Meter \$1,639,565.95	Bulk \$8,116,649.77			

(1) Stamps \$6,925,151.75  
(2) Penalties from October 1, 1955.  
(\*)  
(4) Seasonal from January 1, 1956 (Estimated).

## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Service
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	120.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1956—October.....	119.8	117.4	133.3	108.5	117.7	121.6
November.....	120.3	117.9	133.4	108.4	118.1	122.8
December.....	120.4	117.5	133.5	108.6	118.6	122.9
1957—January.....	120.3	117.1	133.6	107.6	119.0	123.1
February.....	120.5	117.2	133.8	107.4	119.1	123.8
March.....	120.5	116.4	134.0	108.2	119.5	124.2
April.....	120.9	116.7	134.0	108.5	119.4	126.1
May.....	121.1	116.7	134.2	108.5	119.2	126.3
June.....	121.6	117.7	134.8	108.4	119.1	126.5
July.....	121.9	118.2	135.1	108.4	119.6	126.5
August.....	122.6	120.2	135.3	108.2	119.7	126.9
September.....	123.3	121.9	135.6	108.3	119.8	127.1
October.....	123.4	121.7	135.9	108.7	120.1	127.4

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF OCTOBER 1957**

(1949 = 100)

—	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	October 1956	September 1957	October 1957					
( <sup>1</sup> ) St. John's, Nfld.....	106.9	110.2	109.9	108.1	111.0	102.3	109.0	116.6
Halifax.....	117.7	120.9	120.6	114.6	130.2	113.7	124.5	125.9
Saint John.....	120.0	123.5	123.3	118.1	134.1	117.8	120.7	131.0
Montreal.....	119.9	122.8	123.3	124.1	140.5	105.0	117.4	126.3
Ottawa.....	120.9	124.7	125.0	121.3	143.5	112.5	118.9	130.1
Toronto.....	122.5	126.8	126.7	120.9	151.4	112.2	120.1	130.6
Winnipeg.....	118.1	121.2	120.9	117.9	129.2	113.1	117.0	126.4
Saskatoon—Regina.....	117.2	121.1	121.0	121.1	119.0	118.9	122.1	121.9
Edmonton—Calgary.....	117.5	120.5	120.6	119.2	122.4	116.1	120.0	124.8
Vancouver.....	121.2	123.5	123.8	121.3	133.0	112.9	129.1	125.3

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(<sup>1</sup>) St. John's Index on the base—June 1951 = 100.



## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS, JANUARY-OCTOBER 1956, 1957†**

Date	Number of Strikes and Lockouts		Approximate Number of Workers		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-Days	Per cent of Estimated Working Time
1957*						
January.....	24†	24	7,477†	7,477	52,680	0.06
February.....	17	27	5,797	8,080	49,130	0.05
March.....	32	45	6,585	9,912	71,430	0.08
April.....	15	31	6,158	8,022	51,820	0.06
May.....	30	40	14,051	15,393	144,700	0.16
June.....	22	45	7,519	18,520	221,850	0.24
July.....	12	34	2,481	16,298	237,740	0.20
August.....	25	42	7,044	14,532	187,450	0.20
September.....	28	49	11,031	20,650	190,045	0.20
October.....	22	48	9,337	14,107	128,275	0.14
<b>Cumulative Totals.....</b>	<b>227</b>		<b>77,480</b>		<b>1,335,120</b>	<b>0.14</b>
1956						
January.....	14†	14	17,341†	17,341	338,355	0.36
February.....	12	23	3,884	20,150	234,945	0.25
March.....	12	23	2,308	3,172	16,955	0.02
April.....	15	22	2,535	2,877	10,350	0.01
May.....	30	35	16,470	17,911	136,520	0.14
June.....	25	39	9,621	16,866	78,160	0.08
July.....	32	42	8,260	9,244	58,750	0.06
August.....	32	53	9,312	13,404	86,485	0.09
September.....	24	46	9,672	13,779	104,180	0.11
October.....	10	38	6,867	15,149	129,935	0.14
<b>Cumulative Totals.....</b>	<b>206</b>		<b>86,270</b>		<b>1,194,635</b>	<b>0.13</b>

\* Preliminary Figures.

† Strikes uncompleted at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS, OCTOBER 1957, INVOLVING 100 OR MORE WORKERS

(Preliminary. Subject to revision)

Employer(s)	Union(s)	Approximate Number of Workers	Date Began <sup>1</sup>	Date Terminated or Lapsed	Approximate Time Loss man-Days		Major Issue(s)	Major Term(s)
					October	To Date		
In Progress Prior to October 1957								
MINING— <i>Coal</i> — Gaspé Copper Mines, Murdockville, Que.	United Steelworkers of America, No. 4881, AFL-CIO/CLC.	450	Mar. 10	Oct. 5	2,250	106,335	Recognition of union as bargaining agent.	Strike called off by union and return of some workers.
	MANUFACTURING— <i>Iron and Steel</i> — Canadian Laundry Machinery, Toronto, Ont.	International Association of Machinists, No. 438, AFL-CIO-/CLC.	119	July 9	Oct. 31	2,735	9,755	Wage increases as recommended by majority report of conciliation.
Transportation Equipment— Canadian Vickers Ltd., Montreal, Que.	National Union of Vickers Employees, CCCL.	300	Sept. 4	Oct. 30	6,600	11,950	Wages and working conditions.	Wage increases ranging from 15-35 cents an hour, plus another paid holiday and a new seniority clause.
Non-Metallic Minerals— Imperial Oil Co. Ltd., Ioco, B.C.	Oil, Chemical and Atomic Workers International Union, No. 16601, AFL-CIO/CLC.	177	Sept. 24	.....	4,070	5,255	Wages, conciliation concluded.	.....
Chemical Products— Lever Brothers Ltd., Toronto, Ont.	International Chemical Workers Union, No. 32, AFL-CIO/CLC.	305	May 13	Oct. 9	1,830	46,540	Wages, conciliation procedures completed.	Wage increases spread over three-year period and a modified union shop.
CONSTRUCTION— Various Plumbing and Heating Contractors, Toronto, Ont.	United Association of Journeymen and Apprentices of the Plumbing and Pipe-fitting Industry of United States and Canada, No. 46, AFL-CIO/CLC.	2,100	Aug. 26	Oct. 28	39,900	93,250	Wages, conciliation procedures completed.	70-cents-an-hour increase spread over 2½ years.
Various Carpenters and Sub-Contractors, Toronto, Ont.	United Brotherhood of Carpenters and Joiners of America, No. 2617, AFL-CIO/CLC.	450	Sept. 23	Oct. 2	900	5,100	Wages and hours.	Resumption of operations.

Various Building Contractors, Chicoutimi, Que.	Con-	National Catholic Federation Materials Trades, CIOCL.	377	Sept. 27	Oct. 16	4,710	5,460	Wages.	Return of workers, further negotiations.
<b>TRADE—</b> Concrete Products Ltd., St. John's, Nfld.		Transport and Allied Workers Union of International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, No. 885 AFL-CIO/CLC.	180	Aug. 6	.....	4,050	12,995	Delay in signing first agreement, conciliation procedures completed	.....
<b>Commencing in October 1957</b>									
<b>FISHING—</b> Fisheries Association (12 Companies) B.C., British Columbia.		United Fishermen and Allied Workers, No. 44.	4,000	Oct. 5	Oct. 15	36,000	36,000	Dispute over chum salmon prices.	Accepted offer of 8-12 cents a pound according to area.
Fisheries Association (7 Companies) B.C., British Columbia.		United Fishermen and Allied Workers, No. 44.	700	Oct. 27	.....	3,150	3,150	Prices offered by canneries for herring.	.....
<b>MINING—</b> <i>Coal—</i> *Dominion Coal Company, No. 16 Colliery, N.S., New Waterford, N.S.		United Mine Workers of America, District 28, IND.	1,011	Oct. 30	.....	1,520	1,520	Rates to be paid for work assignment not completed because of mechanical difficulties.	Return of workers and grievance procedure.
<i>Other—</i> Canadian Gypsum Co. Ltd., Wentworth and Hantsport, N.S.		Nova Scotia Quarry Workers' Union, No. 294, CLC.	450	Oct. 31	.....	450	450	Wages, hours, union security and fringe benefits.	.....
<b>MANUFACTURING—</b> <i>Textiles—</i> Canadian Cottons, Cornwall, Ont.		Textile Workers Union of America, AFL-CIO/CLC.	1,200	Oct. 23	.....	7,800	7,800	Wages, conciliation procedures completed.	.....
<i>Iron and Steel—</i> Keelbine-Waterous, Ltd., Brantford, Ont.		International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmith, Forgers and Helpers, No. 275, AFL-CIO/CLC.	290	Oct. 29	Oct. 30	290	290	Reclassifications involving wages.	Return of workers, further negotiations.
<b>CONSTRUCTION—</b> Builders Exchange, (15 Contractors), Guelph, Ont.		United Brotherhood of Carpenters and Joiners of America, No. 2173, AFL-CIO/CLC.	150	Oct. 2	Oct. 2	150	150	Inclusion of security clause in agreement.	Return of workers with a 30-day shop clause written into agreement.
Various Plastering Contractors, Toronto, Ont.		Operative Plasterers' and Cement Masons' International Association of United States and Canada, No. 117, AFL-CIO/CLC.	800(?)	Oct. 7	Oct. 10	2,400	2,400	Failure to honour wage agreement effective in October.	Agreement to be honoured.



**TABLE G-2.—STRIKES AND LOCKOUTS, OCTOBER 1957, INVOLVING 100 OR MORE WORKERS**

(Preliminary, Subject to revision)

Employer(s)	Union(s)	Approximate Number of Workers	Date Began	Date Terminated or Lapsed	Approximate Time Loss man-Days		Major Issue(s)	Major Term(s)
					October	To Date		
Commencing in October 1957								
Building and Construction Industries Exchange of B.C., Vancouver, B.C.	International Association of Bridge, Structural and Ornamental and Reinforced Iron Workers, No. 197, AFL-CIO/CLC.	145	Oct. 21	Oct. 24	435	435	Wages, conciliation procedures completed.	A 47-cent increase spread over 22-month period, of which 7 cents is towards a welfare fund.
	SERVICE— Corporation of City of Fort William, Fort William, Ont.	133(2)	Oct. 4	Oct. 9	530	530	Refusal to accept conciliation board report.	12 cents an hour retro-active increase with a 6-cent hourly increase in yearly progression, implementation of welfare plan and improved sick leave clause.
Dawson Wade & Co., Ltd., Gladwin and Shaw, Springs, B.C.	Caterers' Union No. 740 of Hotel and Restaurant.	113(4)	Oct. 9	Oct. 16	565	565	Refusal of kitchen staff to join union.	Kitchen staff agreed to join union.

(1) In this table the date began is that on which time loss first occurred, and the date of conclusion is the last day on which time was lost to an appreciable extent.

(2) Indirectly affected 500; (3) indirectly affected 45; (4) indirectly affected 17.

\* These terminated early in November. Dominion Coal Co. Ltd., on November 4 and Canadian Cottons Ltd., on November 11. Further details will be shown in next month's report.

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